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U.S. Equal Employment
Opportunity Commission
Washington, D.C. 20507

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Annual Report on the Employment of Minorities, Women and Handicapped Individuals in the Federal Government Fiscal Year 1984

U.S. Equal Employment Opportunity Commission

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Federal Sector Program
Office of Program Operations
U.S. Equal Employment Opportunity Commission

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FOREWORD

This is the third annual report to the President and to the Congress on affirmative employment programs for minorities and women, and the ninth annual report on affirmative action for hiring, placement, and advancement of handicapped individuals in the Federal Government. It is submitted as part of the Equal Employment Opportunity Commission's responsibilities to monitor Federal agency compliance with Section 717 of Title VII of the Civil Rights Act of 1964, as amended, and Section 501 of the Rehabilitation Act of 1973, as amended. Part II of this report, "Employment of Handicapped Individuals in the Federal Government," has been prepared in consultation with the Interagency Committee on Handicapped Employees and fulfills the Commission's responsiblity to report to the Congress pursuant to Section 501(c) of the Rehabilitation Act of 1973, as amended.

This report covers the period October 1, 1983, through September 30, 1984. The report is divided into two parts: Part I describes of the progress in the employment status of minorities and women in the Federal work force; and Part II provides an update on the accomplishments of Federal agencies in creating an equitable environment for handicapped employees and applicants.

The purpose of this report is not only to acknowledge the fact that considerable progress has been made since the enactment in 1972 of equal employment opportunity legislation covering Federal employment of minorities and women, and since 1973 for handicapped individuals who are Federal employees or applicants, but also to point out that work still needs to be done before the Federal Government achieves a completely representative work force. In summary, this report indicates that:

- Women and minority groups continue upward movement but are underrepresented in several occupational categories of employment in the Federal Government when compared to the Civilian Labor Force;

- Blacks, Hispanics, American Indians, and women are moving out of lower-paid positions;

- Hispanics continue to be the only minority group which is underrepresented in the Federal work force as a whole in comparison to the National Civilian Labor Force;

- Federal employment changed very little during the fiscal year, but the overall percentages of women and minority groups in the Federal work force increased or remained about the same; and

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- Handicapped individuals have continued to increase in representation in most agencies and in the Federal Government as a whole.

The data upon which Part I of this report is based come from the Central Personnel Data File (CPDF) of the Office of Personnel Management and annual accomplishment reports provided by Federal agencies. The data are governmentwide or agencywide only and include work force data for permanent full and part-time Federal employees. Much of the report is limited to data about the white-collar work force. Temporary employees are not included because we believe actual progress can be measured more effectively with permanent employment.

The data upon which Part II of this report is based come from accomplishment reports provided by agencies and include work force data for both permanent and temporary full and part-time Federal employees. Temporary employees are included because agencies are encouraged to make use of special temporary appointing authorities to hire severely handicapped individuals, and it is important that their efforts be recognized.

The Chairman of the Equal Employment Opportunity Commission wishes to express his appreciation to the Federal departments and agencies for their cooperation in supplying information, thereby assisting EEOC in the preparation of this report.

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PART I

EMPLOYMENT OF MINORITIES AND WOMEN IN THE FEDERAL GOVERNMENT

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PART I - EMPLOYMENT OF MINORITIES AND WOMEN IN THE FEDERAL GOVERNMENT

A. INTRODUCTION

This annual report to the Congress and to the President by the Equal Employment Opportunity Commission (EEOC) on the employment of minorities and women in the Federal Government covers the period from October 1, 1983, through September 30, 1984. The report will highlight some of the trends and changes in the Federal work force during FY 1984.

The data[1] upon which Part I of this report is based come from the Central Personnel Data File (CPDF)[2] of the Office of Personnel Management (OPM) and accomplishment reports provided by Federal agencies. The data are governmentwide or agencywide only and include work force data for permanent full and part-time Federal employees. Civilian Labor Force (CLF) data for 1980 comes from Appendix B of EEO-MD-707A which was derived from the 1980 Census EEO tape.

---

[1] Specific analyses by grade, white-collar or PATCO and blue-collar groupings exclude the U.S. Postal Service and the Tennessee Valley Authority. However, they are included in all analyses of total Federal employment. References to blue-collar employment refer to the Federal Wage Systems.

[2] The Central Personnel Data File (CPDF) is an automated file covering most Federal employees. The establishment of the CPDF in 1972 provided greater capability for gathering and reporting more expeditiously a wide variety of data on the Federal work force. The file is based on and updated monthly with personnel action information submitted directly to the Office of Personnel Management by Federal agency appointing offices. The Standard Form 50, "Notification of Personnel Action," is the basic source of input to the CPDF.

The CPDF system includes information on individual identification such as Social Security Number and date of birth; on employee characteristics, such as sex, minority status (maintained under strict precautions to protect racial or ethnic identification of individuals in personnel records), service computation date, tenure, educational level, and veteran's preference; and on such job characteristics as agency codes, submitting office numbers, geographic location of duty, pay plan, grade, salary, occupational series, and supervisory status.

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B. BACKGROUND

In 1969, under Executive Order 11478, Federal agencies were required for the first time to establish affirmative programs of equal employment opportunity. The Equal Employment Opportunity Act of 1972 extended coverage of the Civil Rights Act of 1964, so that Federal agencies were required to establish these programs pursuant to Section 717 of the Act. For the first time, the former Civil Service Commission (CSC) was given statutory authority to ensure that all personnel actions in the Federal Government were not only free from discrimination, but also actively and affirmatively oriented toward equal employment opportunity. The President's Reorganization Plan No. 1 of 1978 transferred to EEOC equal employment opportunity functions in the Federal Government that previously had been the responsibility of CSC, including such rules, regulations, orders and instructions as it deems necessary and appropriate.

In 1981, the EEOC issued EEO-MD-707. This management directive instructed Federal agencies to develop, submit, and implement equal employment and affirmative employment plans for minorities and women for the period FY 1982 through FY 1986. In its review of the Federal work force, EEOC found that minorities and women were underrepresented in Professional, Administrative, skilled craft positions, and in higher grades under various pay plans in the Federal Government. EEO-MD-707 instructed each agency to perform a comprehensive analysis of the representation of sex-specific racial/ethnic groups in various employment categories and populous occupational series (by comparing the agency's work force with the appropriate segment of the Civilian Labor Force) and to set annual goals for underrepresented groups where vacancies were expected. Agencies were also directed to analyze selection procedures and practices, identify selection barriers, and where appropriate, eliminate or modify selection barriers restricting the employment opportunities of minorities and women.

Federal agencies were directed (if they had not already done so) to establish information systems capable of monitoring the information critical for comprehensive evaluation of the agency's affirmative employment program. These information systems should have the capability of providing periodic reports on the agency work force as it relates to affirmative employment program activities. Finally, agencies were instructed to integrate affirmative employment program planning with the agency's overall management and budget planning process.

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On August 26, 1983, EEO-MD-707A was issued. This directive provides instructions for annual accomplishment reports and updates of the affirmative employment (equal employment opportunity) program plans for minorities and women based on EEO-MD-707. EEO-MD-707A prescribes the procedures, guidance, and formats for development and submission of annual accomplishment reports of affirmative employment during the multiyear period; and development, submission, and implementation of annual updates of affirmative employment program plans during the multiyear period, based on EEO-MD-707.

The annual accomplishment report requires information about changes in an agency's work force profile, underrepresentation indices, hiring accomplishments, internal movement accomplishments, and barrier elimination. The annual update requires information about hiring goals, internal movement goals, and projected barrier elimination activity. These annual reporting requirements were developed after extensive consultation with Federal agencies.

During FY 1984, EEOC improved the quantity, quality and consistency of technical guidance and assistance provided to Federal agencies relative to their affirmative employment programs. Several initiatives were implemented to increase the effectiveness of technical assistance provided to Federal agencies. EEOC developed a comprehensive staff guide which provides both EEOC headquarters and field staff with a systematic, uniform approach to evaluation of Federal agencies' accomplishment reports and updates. In FY 1984, EEOC held 75 meetings with Federal agency headquarters representatives to assist them in meeting regulatory requirements for affirmative employment programs. EEOC staff provided technical assistance and guidance in response to over 3,400 telephone calls from Federal agency staff, responded to about 200 written requests for technical materials and guidance, and provided training at over 25 agency-sponsored training programs.

Fiscal Year 1984 was the third year Federal agencies were required to submit annual accomplishment reports and annual updates to the EEOC. Twelve Federal agencies did not provide submissions as required MD-EEO-707A. The agencies not providing submissions for FY 1984 are:

Administrative Conference of the U. S. Courts
Alaska Land Use Council
Appalacian Regional Commission
Delaware River Basin Commission
Federal Mediation and Conciliation Service
Holocaust Memorial Council
Inter-American Foundation
National Capitol Planning Commission
National Mediation Board

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National Transportation Safety Board
Occupational Safety and Health Review Commission
Soldier's and Airmen's Home

The following agencies provided incomplete submissions for FY 84:

Action
Department of State

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C. ANALYSIS OF STATISTICAL DATA

1. Total Work Force Summary

In 1982, minorities[3] comprised 24.7% of the total permanent Federal work force, increasing to 25.1% of the 1983 total work force and to 25.7% in 1984. In 1984, blacks, Asian Americans and American Indians were represented in the Federal work force in proportions equal to or greater than the national 1980 Civilian Labor Force (CLF). (See Table I-1.)

In 1982, blacks were 16.9% (432,784) of all employees, in 1983, blacks were 17.0% (437,164) and in 1984, blacks increased to 17.2% (447,233) of all employees. Black representation is well above the 1980 CLF for blacks, 9.8%. (See Figure 1.)

Hispanics were 4.5% (113,396) of all employees in 1982, increasing to 4.6% (117,569) in 1983, and rising to 4.8% (123,428) in 1984. (See Figure 1.) Hispanics were the only minority group whose participation in the 1984 Federal work force (4.8%) is lower than their representation in the 1980 CLF (6.4%). A major factor in this difference is the significant underrepresentation of Hispanic women who are employed by the Federal government at only 59% of their CLF rate compared to Hispanic men who were employed at 85% of their CLF rate.

---

[3] The five categories used by the CPDF, EEOC, and this report are:

White (Not of Hispanic Origin) - All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

Black (Not of Hispanic Origin) - All persons having origins in any of the black racial groups of Africa.

Hispanic - All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

Asian American or Pacific Islander - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands and Samoa.

American Indian or Alaskan Native - All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

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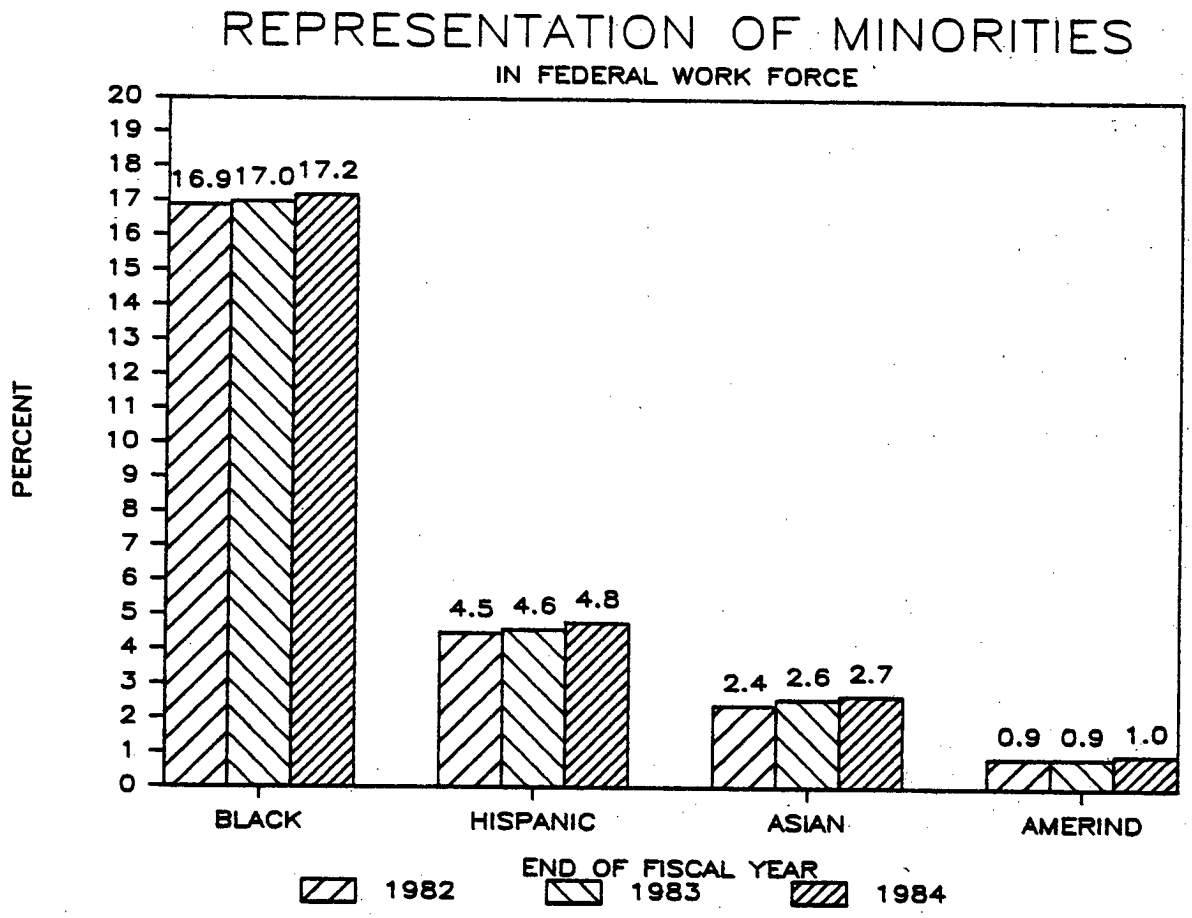
In 1982, Asian Americans were 2.4% (60,198) of all employees, increasing to 2.6% (66,856) in 1983, and to 2.7% (70,280) in 1984. This is above the 1980 CLF for Asian Americans, 1.6%.

American Indians were 0.9% (24,538) of all employees in 1982, 0.9% (24,063) in 1983, and 1.0% (25,476) in 1984. The 1980 CLF for American Indians is 0.5%.

FIGURE 1



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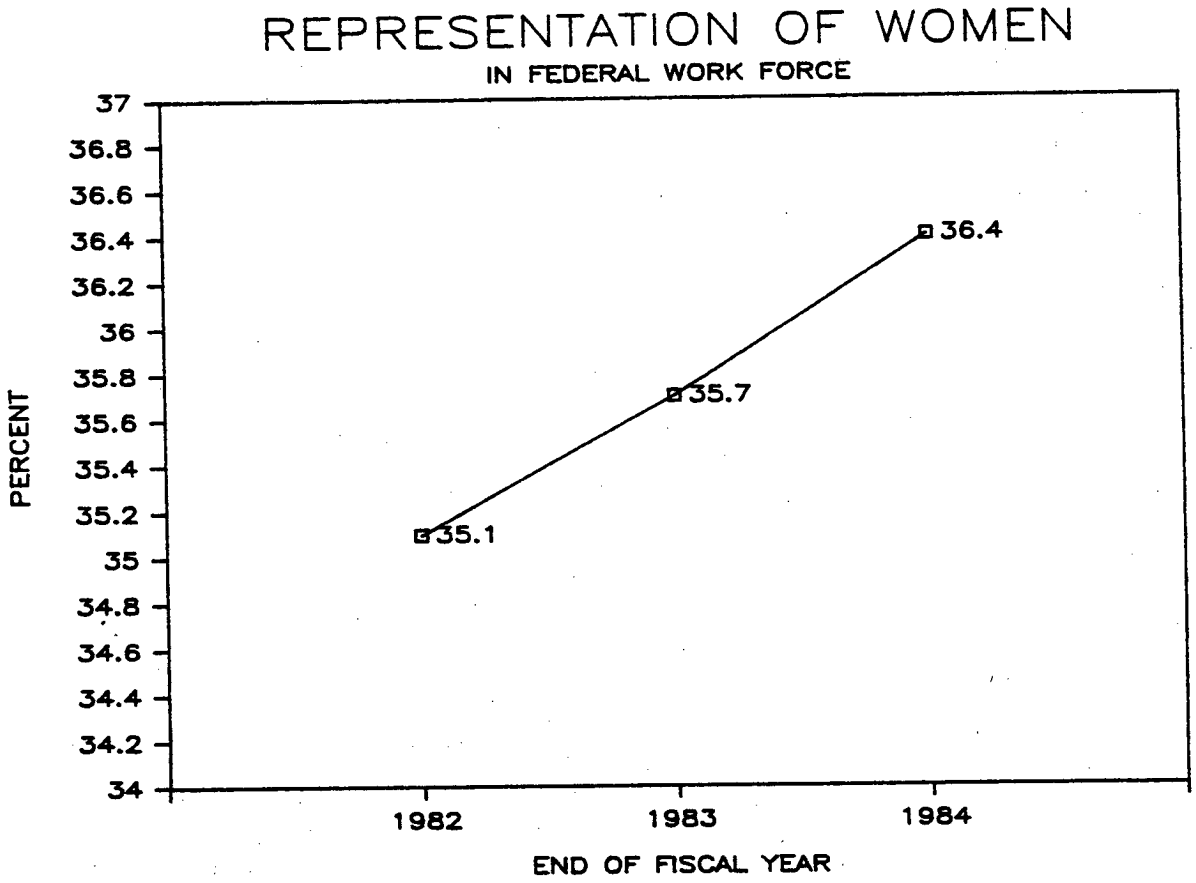
The percentage of women in the Federal work force rose steadily between 1982 and 1984. They were 35.1% (895,872) in 1982, 35.7% (919,134) in 1983, and 36.4% (947,717) in 1984. Women represent 42.5% of the 1980 CLF. The work force participation rates of white and Hispanic women were less than their CLF rates. White women were employed at 73% of their 1980 CLF rate and Hispanic women were employed at only 59% of their 1980 CLF rate. (See Figure 2.)

FIGURE 2



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Agencywide data for 1982, 1983, and 1984 for the 22 largest agencies show that women and minority groups, with a few exceptions, increased as a percentage of the agency work force during Fiscal Years 1983 and 1984. After reviewing the work force of these large agencies, those exceptions where the group is currently underrepresented in the agency work force are:

Department of Education - Decrease in representation of Hispanics (3.03% to 2.92%)

Department of Energy - Decrease in representation of blacks (9.73% to 9.2%)

General Services Administration - Decrease in representation of Hispanics (3.6% to 3.44%)

Several agencies achieved significant increases in representation of groups previously underrepresented in their work forces. The percentage of women increased significantly during Fiscal Years 1983 and 1984 in the following agencies:

Department of Agriculture (30.8% to 32.7%)

U.S. Postal Service (25.0% to 26.7%)

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2. White-Collar Employment

Each of the Federal white-collar occupational series reflects a specialized line of work with specific classifications. During the 1970's, the former Civil Service Commission (now the Office of Personnel Management) created and defined five employment categories by which federal agencies could group occupational series for various purposes (e.g., coverage under the Fair Labor Standards Act): Professional, Administrative, Technical, Clerical, and Other (PATCO).[4] Those categories are now used in many

---

[4] The PATCO categories are described as follows:

Professional occupations are those that require knowledge in a field of science or learning characteristically acquired through education or training equivalent to a bachelor's or higher degree with major study in or pertinent to the specialized field, as distinguished from general education. These occupations follow a two-grade interval pattern in the GS and equivalent grades through GS-11 and one grade intervals to GS/GM-15.

Administrative occupations are those that involve the exercise of analytical ability, judgment, discrection, and personal responsibility, and application of a substantial body of knowledge of principles, concepts, and practices applicable to one or more fields of administration or management. These positions do not require specialized educational majors and typically follow a two-grade interval pattern through GS-11 and one grade intervals to GS/GM-15.

Technical occupations are those that involve work, typically associated with and supportive of a professional or administrative field, which is nonroutine in nature and which involves extensive practical knowledge, gained through on-the-job experience and/or specific training less than that represented by college graduation. These jobs typically follow a one-grade interval pattern in all grades.

Clerical occupations are those that involve structured work in support of office, business, or fiscal operations performed in accordance with established policies, procedures, or techniques and requiring training, experience, or working knowledge related to the tasks to be performed. These jobs typically follow a one-grade interval pattern.

Other occupations are those that cannot be related to the above categories. Predominant occupations in this category are fire prevention, police, guard, and correctional jobs.

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areas of Federal personnel administration and they are a key element in the Central Personnel Data File.

In 1984, 79.4% (1,437,475) of the Federal work force covered by the CPDF were in white-collar jobs, while in 1983, 78.9% (1,419,999) were in white-collar jobs. The majority of white-collar positions are in the Administrative category, 29.3% in 1984, up from 28.1% in 1983. The Clerical category accounts for about 24.1% of white-collar positions, while Professional and Technical categories were 22.7% and 21.3% in 1984, respectively. The Other category accounted for 2.8% of white-collar employment in 1984.

a. Minorities - Minorities comprised 22.6% (324,880 of 1,437,475) of all white-collar Federal employees in 1984, an increase from 22.0% in 1983. As a group, minorities comprised 18.4% of the 1980 white-collar CLF.[5] The only group which is underrepresented in comparison with the 1980 white-collar CLF are Hispanics who are 4.5% of the white-collar CLF but only 4.1% of all white-collar Federal workers. (See Figure 3.)

- Blacks - Blacks held 14.6% of all white-collar Federal jobs in 1983, increasing to 14.9% in 1984. Blacks were 9.7% of the white-collar CLF in 1980. Blacks' participation rates increased in all PATCO categories during FY 1984. The distribution of white-collar blacks in Professional positions increased from 9.3% in 1983 to 9.5% in 1984, and Administrative distribution increased from 21.3% in 1983 to 22.9% in 1984. (See Table I-3.)

- Hispanics - Hispanics held 3.9% of all white-collar Federal jobs in 1983, increasing to 4.1% in 1984. The participation rate for Hispanics increased in each PATCO category during this period. The distribution of white-collar Hispanics in Professional jobs increased from 15.0% in 1983 to 15.2% in 1984, and Administrative distribution increased from 25.6% in 1983 to 26.8% in 1984. (See Table I-3.)

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5 White-collar CLF data describe employees and persons seeking work and have been differentiated into five categories to match the PATCO categories: Professional, Administrative, Technical, Clerical, and Other. The PATCO data were derived by EEOC from the 1980 Census EEO tape by matching each of the approximately 420 federal occupational series with the appropriate counterpart employment occupation(s) in the EEO tape occupation listing. The white-collar data excludes census categories of sales workers, craft workers, operatives, and laborers.

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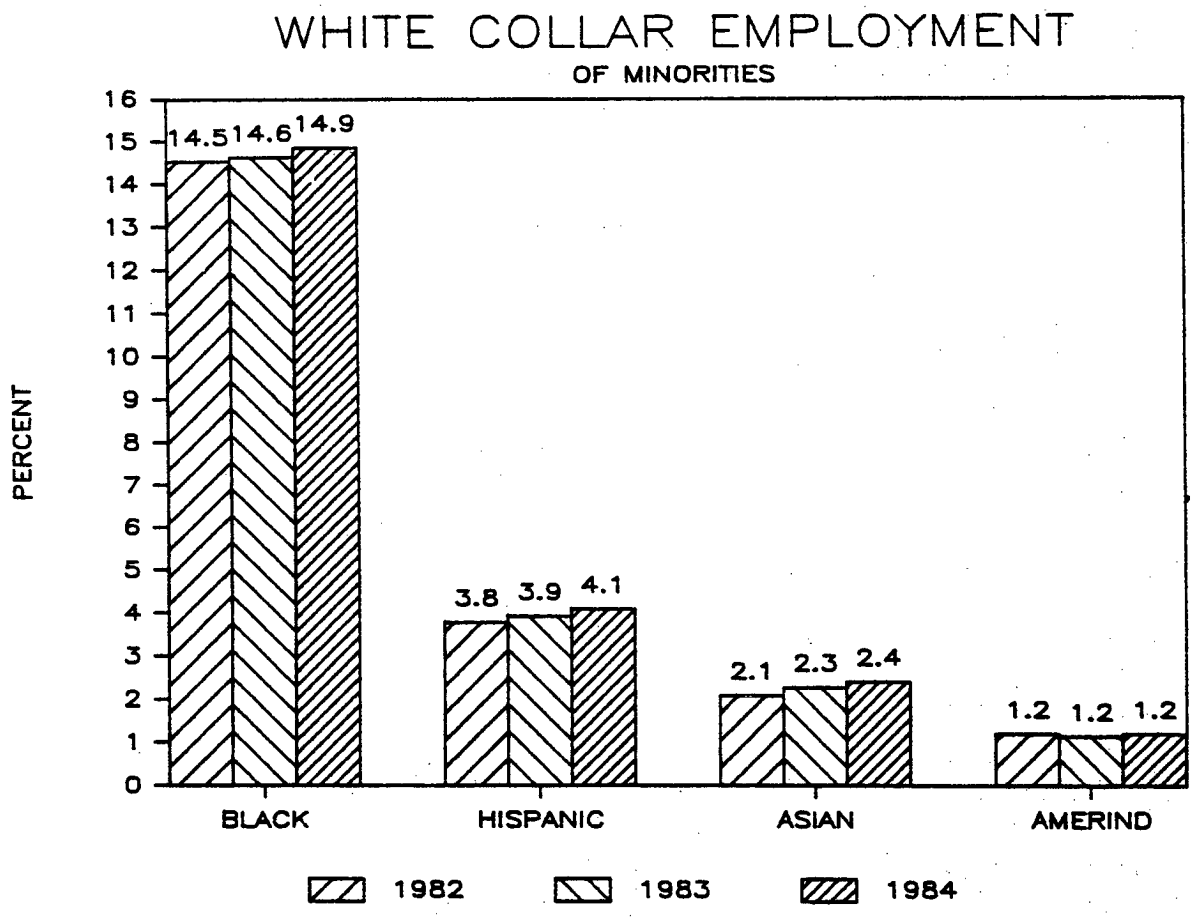
o Asian Americans/Pacific Islanders - Asian Americans held 2.3% of all white-collar Federal jobs in 1983, increasing to 2.4% in 1984. Asian Americans were 1.9% of the white-collar CLF in 1980. The participation rate for Asian Americans increased in each PATCO category during this period. The distribution of Asian Americans who were Professionals increased from 37.9% to 38.5% in 1984 and the distribution of Asian Americans in Administrative jobs increased from 19.8% to 20.3% in 1984. (See Table I-3.)

o American Indians/Alaskan Natives - American Indians held 1.16% of all white-collar Federal jobs in 1983, increasing to 1.22% in 1984. American Indians represented 0.5% of all persons in the white-collar CLF in 1980. The participation rate for American Indians increased in each PATCO category during this period.

FIGURE 3



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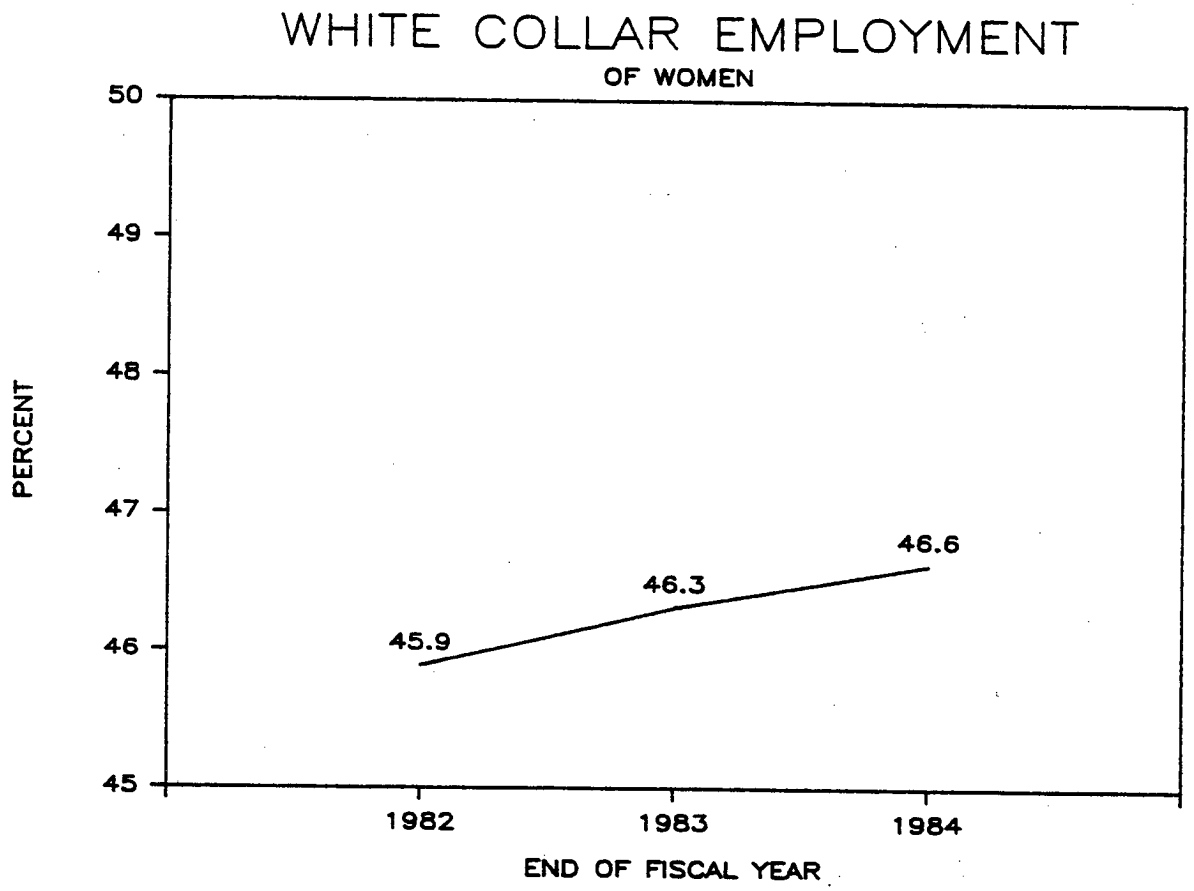
b. Women - Women held 46.3% of all white-collar jobs in 1983, increasing to 46.6% in 1984. (See Figure 4.) Women were 54.1% of the 1980 white-collar CLF. The participation rate of women in each PATCO category, except in Clerical and Other, increased from 1983 to 1984. (See Table I-7.) The representation in all groups of minority women in the white-collar work force increased over this period. The Clerical category continues to be predominately female, who held 86.4% of Clerical jobs in 1984. When using differentiated PATCO CLF data, women as a group equaled or exceeded their representation in the Administrative, Technical, and Clerical categories during 1984. (See Table I-1.)

FIGURE 4



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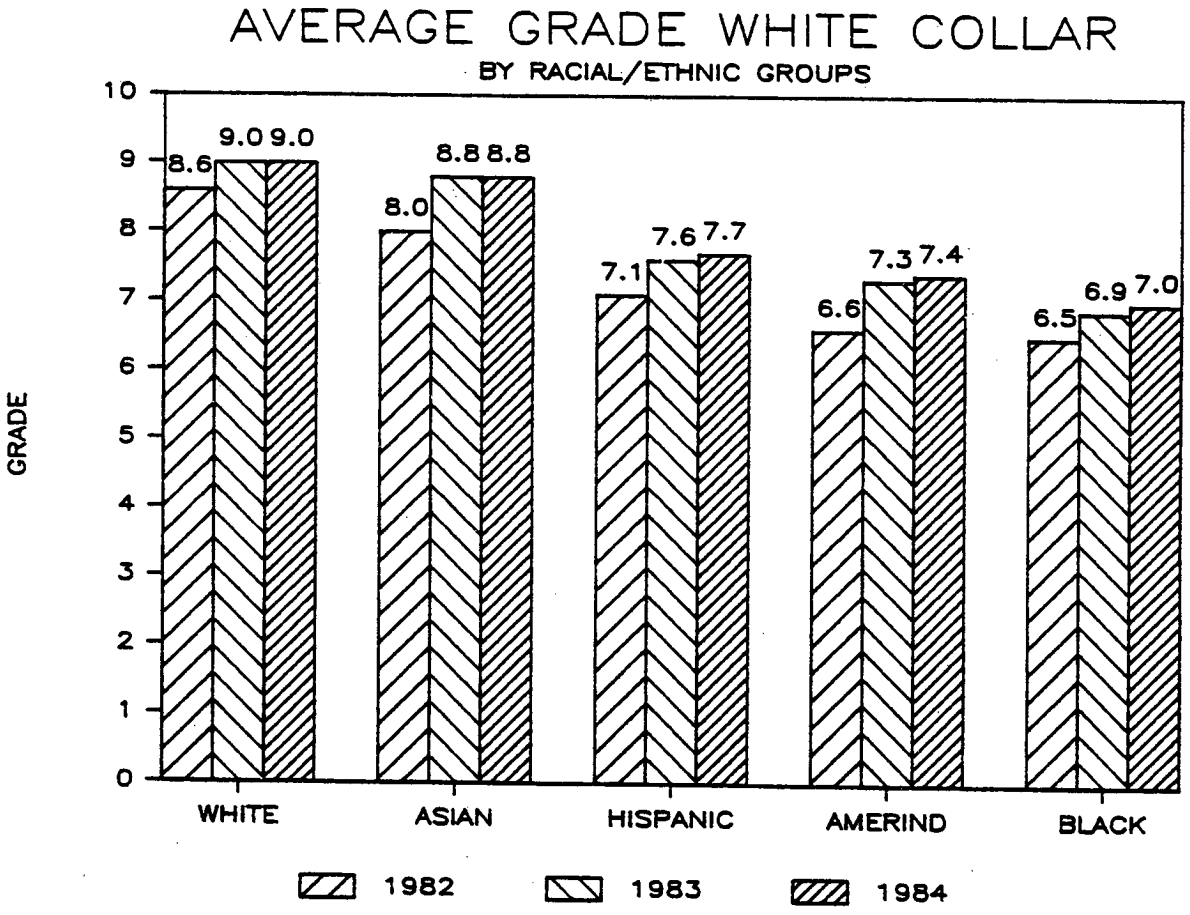
3. White-Collar Pay (GS/GM & SES Pay Systems)

a. Minorities - The average grade for each minority group either increased or remained the same during FY 1984. The average grades in 1984 were: Asian Americans (8.82), Hispanics (7.67), American Indians (7.35), and blacks (6.95). The average grade for whites was 9.02 and the white-collar total was 8.63. (See Table I-4.)

FIGURE 5



o Blacks - Blacks remain concentrated in the lower white-collar grade levels. In 1984, 68.3% of blacks were in grades 1-8, down from 69.0% in 1983. Government-wide, 45.9% of white-collar employees were in grades 1-8 in 1984. The percentage of blacks in grades 9-12 increased from 25.0% in 1983 to 25.7% in 1984. (See Table I-6.)

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- o Hispanics - Hispanics were also concentrated in the lower white-collar grade levels. In 1984, 56.0% of Hispanics were in grades 1-8, down from 56.9% in 1983. The percentage of Hispanics in grades 9-12 increased from 35.0% in 1983 to 35.7% in 1984. This compares favorably with the governmentwide representation of 37.6% for grades 9-12 in 1984. (See Table I-6.)

- o Asian Americans/Pacific Islanders - The percentage of Asian Americans in grades 1-8 in 1984 was 41.4%, lower than the governmentwide percentage of 45.9%. In grades 9-12, the percentage of Asian Americans was 42.7% in 1984, higher than the governmentwide percentage of 37.6%. (See Table I-6.)

- o American Indians/Alaskan Natives - Of all American Indians in white-collar jobs, 61.4% were in grades 1-8 in 1984, and 61.7% in 1983. The percentage in grades 9-12 rose from 30.3% in 1983 to 30.6% in 1984.

b. Women - Women remain concentrated in grades 1-8. In 1983, 71.2% of white-collar women were in grades 1-8, declining to 69.6% in 1984. In comparison, only 25.2% of men in white-collar jobs were in grades 1-8 in 1984. The percentage of women in grades 13-15 was 3.6% in 1984, compared with 24.0% for men. The average grade for women increased in 1984 to 6.80, up from 6.68 in 1983. Meanwhile, the average grade for men was 10.26 in 1984, and 10.25 in 1983.

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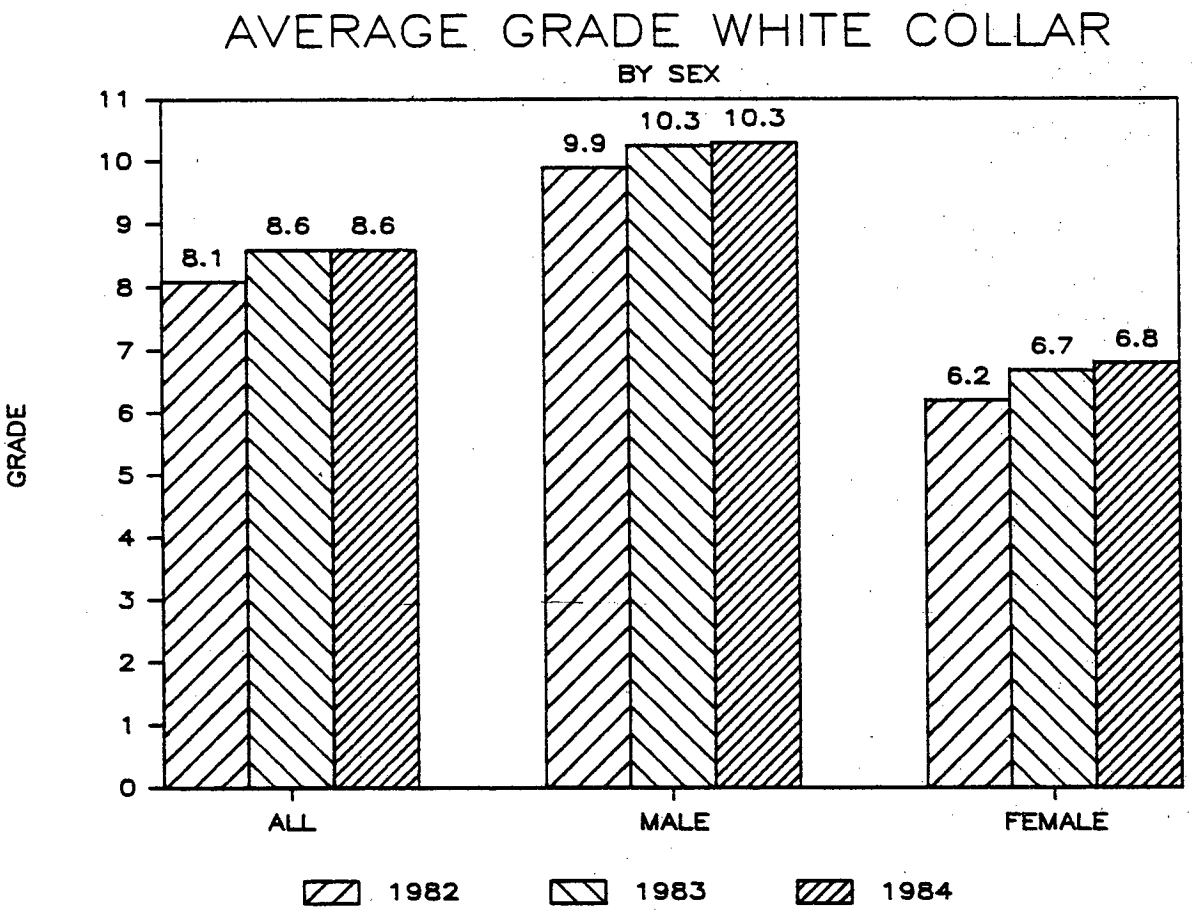
FIGURE 6



4. Blue-Collar Employment

In 1983, 21.1% of the Federal work force covered by the CPDF were in blue-collar jobs while in 1984, 20.6% were in blue-collar jobs. The representation of minorities in blue-collar jobs increased from 31.7% in 1983 to 31.8% in 1984. The representation of blacks in blue-collar jobs continued to decline in FY 1984 as in FY 1983. The representation of blacks has declined from 20.3% in 1982 to 19.8% in 1983 and again, to 19.7% in 1984. The representation of blacks in the 1980 blue-collar CLF is 11.4%. Hispanic representation increased to 6.95% in 1984 from 6.89% in 1983.

In comparison with their representation in the 1980 blue-collar labor force, Hispanics, women, and white women are underrepresented in blue-collar jobs in the Federal work force. (See Table I-1.)

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5. Agency Rankings

This is the second year that the Commission has attempted to rank Federal agencies by their EEO Profiles. Numerous pitfalls exist in comparing one agency's work force profile with that of another agency. The work force[6] of each agency has a unique mission. One is, therefore, to some extent comparing apples and oranges when comparing the work force profile of one agency with that of another. If an agency which has a large clerical work force is compared with another agency which has a relatively smaller clerical work force, then the EEO profiles of these two agencies will probably be very different (the agency with a large clerical work force will usually have a higher percentage of women and minorities in the work force as a whole than an agency with a small clerical work force), regardless of the effectiveness of the EEO programs of the two agencies. Similarly, an agency with a large professional work force will usually have fewer minorities and women than an agency in which professionals constitute a smaller percentage of the agency work force, again, regardless of the effectiveness of the agencies' EEO programs.

We have done as much as is practical to mitigate the difficulties in comparing agencies with each other. For example, rather than comparing absolute average grades of specific groups across agencies, we first calculated the difference between the average grade of males in an agency and the average grade of females in that agency, and the average grade of whites in an agency and the average grade of blacks in that agency, etc. We could then rank agencies based upon the magnitude of that difference. With such a ranking, the highest ranking agency would have the smallest difference between the average of males and the average grade of females. However, even that measure is not as fair to agencies

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[6] Source of Data - Virtually all the data used in this analysis of minorities and women come from OPM's Civilian Personnel Data File (CPDF) and cover permanent employees only (part-time and full-time) as of September 30, 1984. However, the CPDF has no data for the following agencies within the jurisdiction of Section 717 of Title VII of the Civil Rights Act of 1964, as amended: Tennessee Valley Authority, U.S. Postal Service, Army-Air Force Exchange Service, Central Intelligence Agency, National Security Agency and the Federal Bureau of Investigation in the Department of Justice. Where data appear in the tables which follow for these agencies (other than the composite tables), they were taken from the FY 1984 accomplishment reports submitted to the Commission. 11 agencies for which only partial data are available are not included in the composite ranking table. All Department of Defense agencies listed in the attached tables are separate planning and reporting units for affirmative employment purposes, as determined by the Department of Defense.

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with lower average grades, since a three grade gap in an agency in an agency with low average grade overall is not comparable to a three-grade gap in an agency with a high average grade. Therefore, the measure we used in comparing average grades of EEO groups was the difference in average grades as a percent of the average grade of the agency as a whole. This measure is probably the fairest that can be used when basing the ranking on average grades.

Tables I-8 through I-20 only cover Federal agencies with 100 or more employees. Tables I-10 through I-20 provide a government-wide bench mark for comparison against a standard. Table I-8 offers a comparison between the FY 1983 and FY 1984 composite rankings. Federal agencies can compare their relative change during FY 1984.

Table I-9 is a composite of FY 1984 agency rankings of 11 different comparisons of employment representation of minorities and women. The composite was prepared by summing the rankings agencies received in Tables I-10 through I-20. Agencies were then ranked according to the sum of their rankings. This mitigates the effects of the unfairness of any one measure through sheer number of criteria used. We believe this composite ranking is a reasonably fair measure by which to rank agency work force profiles.

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D. ONSITE PROGRAM REVIEWS

During FY 84, EEOC conducted 162 onsite program reviews of affirmative employment programs for minorities and women at Federal agency field installations. This was the first year of onsite program reviews covering the women and minorities affirmative employment program. The onsite program reviews are conducted to evaluate an agency's affirmative employment program; to assess affirmative employment program policies and procedures; and to assess the implementation of affirmative employment program plans. Our experience during this period indicates that these reviews are a very effective tool for assisting Federal agency field installations to comply with Section 717 of the Civil Rights Act of 1964, as amended, and EEOC regulations, instructions and guidance implementing this statute.

In conducting onsite program reviews, EEOC provides technical assistance, recognizes accomplishments and achievements, makes recommendations for corrective action, and monitors recommendations to ensure that they are implemented. Installations of the following major agencies were reviewed:

Department of Agriculture
Department of Air Force
Department of the Army
Army/Air Force Exchange Service
Department of Commerce
Defense Contract Audit Agency
Defense Logistics Agency
Department of Energy
Environmental Protection Agency
General Services Administration
Department of Health and Human Services
Department of Housing and Urban Development
Department of Interior
Department of Justice
Department of Labor
National Aeronautics and Space Administration
Department of Navy
Office of Personnel Management
United States Postal Service
Small Business Administration
Department of Transportation
Veterans Administration

The onsite program reviews covered seven primary program areas: program management, data collection, personnel practices including barrier analysis, monitoring and evaluation, plan for prevention of sexual harassment, training, and recruitment. A summary of the onsite program reviews for each of the above program areas is provided below.

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PROGRAM MANAGEMENT - This area covers the assignment of qualified staff resources for effective implementation of affirmative employment programs for minorities and women. This includes review of the following elements necessary for effective program management: experience of program managers, their program knowledge, and the extent of their responsibility and authority.

Of the 162 reports reviewed, 144 installations had designated a program manager with direct responsibility for implementing their affirmative employment program. While many managers have held positions for several years, others were new to their positions. Although these newer managers had sufficient experience, many could use additional EEO training. Eight percent of the installations reviewed had merged their EEO program with the personnel management function.

Sixty percent of the installations reviewed have established EEO Committees to assist in the development and implementation of EEO programs. In the majority of the installations, the committee members met on a quarterly basis.

Special emphasis program managers have been designated at many installations to assist in implementing programs targeted for specific needs. Usually, the special emphasis program manager's position is a collateral duty. Frequently, their EEO program duties and responsibilities were not included in their position descriptions. On the average, collateral duty special emphasis managers spent about 20 to 30 percent of their time on EEO responsibilities. Many special emphasis program coordinators felt that their positions required a full time person to effectively conduct the program.

EEOC recommends that EEO program managers be given adequate personnel resources and authority to execute an effective program and the special emphasis program manager's collateral duties be included in their position description.

DATA COLLECTION - This area covers the ability of an installation to collect and provide comprehensive, accurate work force data covering minorities and women for EEOC's and OPM's affirmative employment program reporting requirements. In addition, this data provides a tool for an installation's self-evaluation of its affirmative employment program efforts.

Some installation program managers have indicated that race/national origin/sex data were not always accurate or timely. Some installations were also unable to provide additional data on promotions, training, and awards.

EEOC has emphasized to all Federal agencies the importance of collecting accurate data for tracking and monitoring goal accomplishments for affirmative employment program plans.

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PERSONNEL PRACTICES - This area covers the installation's procedures, practices, and policies for hiring, promotions, internal movement, training and other employment decisions. Included is an assessment of the installation's barrier analysis.

Most personnel management specialists (PMS) interviewed during our reviews appeared to be knowledgeable of the EEO program and had a good working relationship with EEO staff. A few PMS's had no working relationship with EEO staff. Fifty-nine percent of the installations reviewed had adequate personnel policies, practices, and procedures.

Only seven percent of the installations were successful in identifying and taking action steps in the elimination of barriers. These barriers were examined in the context of the entire recruiting and staffing process.

MONITORING AND EVALUATION - This area covers review of the systems that agencies have established for monitoring and evaluation of the effectiveness of their internal affirmative employment programs.

Seventy-five percent of the installations reviewed had established adequate internal monitoring and evaluation systems to evaluate progress towards program objectives. The most common monitoring problem was in identifying vacancies for affirmative employment efforts. Some installations had no system for monitoring selections, promotions, training, or awards.

PLAN FOR THE PREVENTION OF SEXUAL HARASSMENT - This area covers review of the installation's program efforts for the prevention of sexual harassment in the work place.

Sixty percent of the installations met EEOC's Prevention of Sexual Harassment guidelines. These installations had developed and distributed a copy of their installation's policy statement to all employees. Training had been provided to managers, supervisors, and employees on the definition of sexual harassment and the behaviors prohibited.

EEOC recommended that installations develop a plan with action items aimed at prevention of sexual harassment in the work place.

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TRAINING - This area covers review of the installation's training programs.

Internal training programs are an effective mechanism for providing a pool of qualified minorities and women. In our reviews, the most frequently used training program is the Upward Mobility Program (UMP). Sixty percent of the installations reviewed had an active UMP. Only six percent of the installations needed to improve their UMP. Twenty-eight percent of the installations participated in other types of training which enhanced the promotional opportunities of minorities and women in underrepresented occupations.

RECRUITMENT - This area covers review of activities aimed at recruiting minorities and women for underrepresented occupations. Internal and external recruitment activities are identified in the installation's Federal Equal Opportunity Recruitment Program (FEORP). EEOC reviews the FEORP plan in order to evaluate the adequacy of proposed recruiting and staffing strategies.

Fifty-eight percent of the installations reviewed had developed adequate FEORP plans. FEORP is designed to increase applicant pools of qualified women and minorities for various occupations. Twenty percent of the installations were successful in implementing recruiting and staffing strategies that attracted qualified minority and female applicants. Extensive outreach efforts had occurred during the fiscal year at local colleges and universities for some installations. Only two installations participated in the adopt-a-school program. This program involves Federal personnel visiting the adopted school at various times during the school year to talk with students about employer expectations and the world of work.

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E. FEDERAL AGENCY PROGRAM INITIATIVES

Federal agencies were invited to provide EEOC with information about innovative program activities or initiatives instituted during FY 1984 which could benefit other Federal agencies. Other agencies might be able to adapt these concepts and improve employment opportunities for women and minorities. Following is a summary of those initiatives:

Agency for International Development (AID)

As a part of AID's efforts to improve the representation of minorities and women among executive appointments, an internal executive talent search was initiated during FY 1984 through the Executive Personnel Assignment Plan (EPAP). EPAP has responsibility for assessing and recommending candidates for Foreign Service executive level appointments.

As part of its talent search, EPAP staff evaluated the promotion potential of every minority and female employee at the GS-14 or Foreign Service equivalent level or above. EPAP staff developed a roster of those personnel considered ready or almost ready for EPAP consideration and proposed personnel for executive appointments, as appropriate. It is hoped that, within budgetary constraints, specialized training and developmental assignments would be provided to employees needing additional experience so that they will have the experience and opportunity to compete for an executive level position in the Foreign Service at AID.

Department of Health and Human Services

Hispanic Employment Initiative established to increase the experience level of Hispanic employees. Hispanic employees are underrepresented in almost all occupational categories and grades and the most underrepresented group in HHS. Included three major activities:

1. Mentorships: Department executives and high-level managers volunteered to provide one-to-one career guidance to talented Hispanic employees.

2. Rotational Assignments: Hispanic employees competed for specially identified short term details (NTE 120 days) or job rotational opportunities to broaden their exposure and experience.

3. Skills Bank: A list of Hispanic employees was developed so that qualified Hispanics may be readily identified to compete for available positions.

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APPENDIX PART I

STATISTICAL DATA - MINORITIES AND WOMEN

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TABLE I-1

CIVILIAN LABOR FORCE AND TOTAL FEDERAL EMPLOYEES (ALL PAY SYSTEMS)
FOR 1982, 1983 AND 1984

	% 1980 CIVILIAN LABOR FORCE	% 1982 FEDERAL WORK FORCE	% 1983 FEDERAL WORK FORCE	% 1984 FEDERAL WORK FORCE	ABOVE OR BELOW CLF
MEN	57.54	64.87	64.29	63.64	ABOVE
WOMEN	42.46	35.13	35.71	36.36	BELOW
WHITE:	81.56	75.26	74.92	74.43	BELOW
MEN	47.48	50.95	50.62	49.58	ABOVE
WOMEN	34.08	24.31	24.29	24.85	BELOW
BLACK:	9.78	16.97	16.98	17.16	ABOVE
MEN	4.94	8.73	8.59	8.57	ABOVE
WOMEN	4.84	8.24	8.39	8.59	ABOVE
HISPANIC:	6.44	4.45	4.57	4.74	BELOW
MEN	3.90	3.16	3.20	3.27	BELOW
WOMEN	2.54	1.29	1.36	1.47	BELOW
ASIAN:	1.61	2.36	2.60	2.70	ABOVE
MEN	0.86	1.56	1.68	1.72	ABOVE
WOMEN	0.75	0.80	0.92	0.98	ABOVE
AMERICAN INDIAN:	0.52	0.96	0.93	0.98	ABOVE
MEN	0.30	0.53	0.50	0.52	ABOVE
WOMEN	0.22	0.43	0.43	0.46	ABOVE
TOTAL # OF FEDERAL EMPLOYEES	NOT APPLICABLE	2,550,513	2,574,168	2,606,326	

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TABLE I-1

CIVILIAN LABOR FORCE AND WHITE-COLLAR EMPLOYEES
FOR 1982, 1983 AND 1984

	% 1980 CIVILIAN LABOR FORCE	% 1980 WHITE COLLAR LABOR FORCE	FEDERAL WHITE-COLLAR WORK FORCE		
			% 1982	% 1983	% 1984
MEN	57.54	45.9	54.11	53.68	53.36
WOMEN	42.46	54.1	45.89	46.32	46.64
WHITE:	81.56	83.3	78.34	77.97	77.40
MEN	47.48	39.1	45.46	44.96	44.44
WOMEN	34.08	44.3	32.88	33.01	32.96
BLACK:	9.78	9.7	14.54	14.64	14.87
MEN	4.94	3.5	4.82	4.81	4.85
WOMEN	4.84	6.2	9.72	9.83	10.02
HISPANIC:	6.44	4.5	3.79	3.94	4.10
MEN	3.90	2.1	2.11	2.16	2.22
WOMEN	2.54	2.4	1.68	1.78	1.88
ASIAN:	1.61	1.9	2.10	2.28	2.42
MEN	0.86	1.0	1.16	1.26	1.33
WOMEN	0.75	0.9	0.94	1.02	1.09
AMERICAN INDIAN:	0.52	0.5	1.22	1.16	1.22
MEN	0.30	0.2	0.55	0.49	0.51
WOMEN	0.22	0.3	0.66	0.67	0.71

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TABLE I-1

CIVILIAN LABOR FORCE AND WHITE-COLLAR PROFESSIONAL EMPLOYEES
FOR 1982, 1983 AND 1984

	% 1980 CIVILIAN LABOR FORCE	% 1980 PROF LABOR FORCE	FEDERAL PROFESSIONAL WORK FORCE		
			% 1982	% 1983	% 1984
MEN	57.54	67.95	76.55	76.11	75.15
WOMEN	42.46	32.05	23.45	23.89	24.85
WHITE:	81.56	87.47	87.20	86.90	86.30
MEN	47.48	60.62	68.69	68.10	66.91
WOMEN	34.08	26.85	18.51	18.80	19.39
BLACK:	9.78	5.12	5.95	6.04	6.21
MEN	4.94	2.33	3.02	3.04	3.04
WOMEN	4.84	2.79	2.93	3.00	3.17
HISPANIC:	6.44	3.30	2.51	2.60	2.74
MEN	3.90	2.16	1.84	1.90	1.97
WOMEN	2.54	1.14	0.67	0.70	0.77
ASIAN:	1.61	3.65	3.53	3.83	4.10
MEN	0.86	2.53	2.49	2.69	2.85
WOMEN	0.75	1.12	1.04	1.14	1.25
AMERICAN INDIAN:	0.52	0.34	0.81	0.63	0.66
MEN	0.30	0.21	0.51	0.38	0.39
WOMEN	0.22	0.13	0.30	0.25	0.27

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TABLE I-1

CIVILIAN LABOR FORCE AND WHITE-COLLAR ADMINISTRATIVE EMPLOYEES FOR 1982, 1983 AND 1984

	% 1980 CIVILIAN LABOR FORCE	% 1980 ADMIN LABOR FORCE	FEDERAL ADMINISTRATIVE WORK FORCE		
			% 1982	% 1983	% 1984
MEN	57.54	68.31	69.03	67.95	66.44
WOMEN	42.46	31.69	30.97	32.05	33.56
WHITE:	81.56	87.01	83.45	82.74	81.91
MEN	47.48	60.44	60.31	58.94	57.20
WOMEN	34.08	26.57	23.14	23.80	24.71
BLACK:	9.78	6.76	10.69	11.09	11.64
MEN	4.94	3.64	4.77	4.89	5.03
WOMEN	4.84	3.13	5.93	6.20	6.61
HISPANIC:	6.44	4.06	3.42	3.60	3.75
MEN	3.90	2.76	2.36	2.46	2.52
WOMEN	2.54	1.30	1.06	1.14	1.23
ASIAN:	1.61	1.59	1.47	1.61	1.68
MEN	0.86	1.08	0.94	1.02	1.04
WOMEN	0.75	0.51	0.53	0.59	0.64
AMERICAN INDIAN:	0.52	0.50	0.96	0.96	1.03
MEN	0.30	0.32	0.65	0.63	0.65
WOMEN	0.22	0.17	0.31	0.33	0.38

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TABLE I-1

CIVILIAN LABOR FORCE AND WHITE-COLLAR TECHNICAL EMPLOYEES
FOR 1982, 1983 AND 1984

	% 1980 CIVILIAN LABOR FORCE	% 1980 TECHNICAL LABOR FORCE	FEDERAL TECHNICAL WORK FORCE		
			% 1982	% 1983	% 1984
MEN	57.54	53.00	54.64	53.16	52.33
WOMEN	42.46	47.00	45.36	46.84	47.67
WHITE:	81.56	82.23	73.99	73.60	73.00
MEN	47.48	45.22	43.53	42.22	41.27
WOMEN	34.08	37.02	30.46	31.38	31.73
BLACK:	9.78	9.88	18.19	18.46	18.63
MEN	4.94	3.54	6.59	6.47	6.42
WOMEN	4.84	6.34	11.61	11.98	12.21
HISPANIC:	6.44	5.12	4.15	4.30	4.50
MEN	3.90	2.69	2.70	2.71	2.78
WOMEN	2.54	2.43	1.45	1.59	1.72
ASIAN:	1.61	2.15	1.76	1.89	2.00
MEN	0.86	1.24	0.98	1.03	1.07
WOMEN	0.75	0.91	0.78	0.86	0.93
AMERICAN INDIAN:	0.52	0.51	1.89	1.78	1.86
MEN	0.30	0.25	0.84	0.76	0.79
WOMEN	0.22	0.26	1.06	1.02	1.07

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TABLE I-1

CIVILIAN LABOR FORCE AND WHITE-COLLAR CLERICAL EMPLOYEES
FOR 1982, 1983 AND 1984

	% 1980 CIVILIAN LABOR FORCE	% 1980 CLERICAL LABOR FORCE	FEDERAL CLERICAL WORK FORCE		
			% 1982	% 1983	% 1984
MEN	57.54	27.19	13.41	13.20	13.58
WOMEN	42.46	72.81	86.59	86.80	86.42
WHITE:	81.56	79.00	69.40	69.00	68.10
MEN	47.48	21.69	8.09	7.99	8.19
WOMEN	34.08	57.32	61.31	61.01	59.91
BLACK:	9.78	12.06	22.75	22.77	23.25
MEN	4.94	2.77	3.68	3.60	3.70
WOMEN	4.84	9.29	19.07	19.17	19.55
HISPANIC:	6.44	6.13	4.66	4.86	5.08
MEN	3.90	1.88	1.08	1.07	1.09
WOMEN	2.54	4.24	3.58	3.80	3.99
ASIAN:	1.61	2.20	1.91	2.05	2.16
MEN	0.86	0.68	0.39	0.42	0.45
WOMEN	0.75	1.52	1.53	1.64	1.71
AMERICAN INDIAN:	0.52	0.48	1.28	1.32	1.41
MEN	0.30	0.12	0.18	0.13	0.15
WOMEN	0.22	0.36	1.10	1.19	1.26

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TABLE I-1

CIVILIAN LABOR FORCE AND BLUE-COLLAR EMPLOYEES
FOR 1982, 1983 AND 1984

	% 1980 CIVILIAN LABOR FORCE	% 1980 BLUE-COLLAR LABOR FORCE	FEDERAL BLUE-COLLAR WORK FORCE		
			% 1982	% 1983	% 1984
MEN	57.54	80.1	90.51	90.42	90.43
WOMEN	42.46	19.9	9.49	9.58	9.57
WHITE:	81.56	78.6	67.99	68.29	68.17
MEN	47.48	64.2	63.41	63.56	63.44
WOMEN	34.08	14.3	4.58	4.73	4.73
BLACK:	9.78	11.4	20.32	19.80	19.66
MEN	4.94	8.4	16.17	15.76	15.67
WOMEN	4.84	2.9	4.15	4.05	3.99
HISPANIC:	6.44	8.1	6.80	6.89	6.95
MEN	3.90	6.1	6.42	6.47	6.50
WOMEN	2.54	2.0	0.38	0.42	0.45
ASIAN:	1.61	1.2	3.53	3.64	3.77
MEN	0.86	0.8	3.34	3.44	3.55
WOMEN	0.75	0.4	0.19	0.20	0.22
AMERICAN INDIAN:	0.52	0.7	1.36	1.37	1.46
MEN	0.30	0.5	1.17	1.19	1.26
WOMEN	0.22	0.1	0.19	0.18	0.20

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TABLE I-2

FEDERAL AGENCY TREND SUMMARY
FOR 1982, 1983 AND 1984

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN AMERICAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN AMERICAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
GOVERNMENT WIDE TOTAL																					
1982	2550513	895872	35.1	620013	24.3	222720	8.7	210064	8.2	80579	3.2	32817	1.3	39875	1.6	20323	0.8	13578	0.5	10960	0.4
1983	2574168	919134	35.7	625353	24.3	221187	8.6	215977	8.4	82477	3.2	35092	1.4	43301	1.7	23555	0.9	12950	0.5	11113	0.4
1984	2606326	947717	36.4	647607	24.8	223478	8.6	223755	8.6	85243	3.3	38185	1.5	44751	1.7	25529	1.0	13563	0.5	11913	0.5
ADMINISTRATIVE OFFICE OF THE U.S. COURTS																					
1982	488	282	57.8	159	32.6	40	8.2	120	24.6	3	0.6	2	0.4	2	0.4	1	0.2	0	0.0	0	0.0
1983	514	290	56.4	163	31.7	43	8.4	124	24.1	3	0.6	2	0.4	2	0.4	1	0.2	1	0.2	0	0.0
1984	514	299	58.2	162	31.5	35	6.8	134	26.1	2	0.4	2	0.4	2	0.4	1	0.2	1	0.2	0	0.0
AGENCY FOR INTERNATIONAL DEVELOPMENT**																					
1982	3652	1427	39.1	765	20.9	226	6.2	603	16.5	80	2.2	23	0.6	44	1.2	31	0.8	8	0.2	5	0.1
1983	3655	1430	39.1	756	20.7	222	6.1	610	16.7	84	2.3	26	0.7	43	1.2	33	0.9	7	0.2	5	0.1
1984	3506	1351	38.5	719	20.5	213	6.1	577	16.5	74	2.1	24	0.7	44	1.3	26	0.7	9	0.3	5	0.1
AGRICULTURE																					
1982	97365	30031	30.8	24690	25.4	3629	3.7	3682	3.8	2433	2.5	909	0.9	785	0.8	387	0.4	789	0.8	363	0.4
1983	95306	30444	31.9	25068	26.3	3556	3.7	3651	3.8	2390	2.5	926	1.0	775	0.8	386	0.4	828	0.9	413	0.4
1984	96726	31634	32.7	25952	26.8	3547	3.7	3855	4.0	2452	2.5	978	1.0	809	0.8	402	0.4	858	0.9	447	0.5
COMMERCE																					
1982	29491	11733	39.8	8237	27.9	1777	6.0	3111	10.5	364	1.2	232	0.8	414	1.4	118	0.4	83	0.3	35	0.1
1983	29446	11808	40.1	8266	28.1	1747	5.9	3158	10.7	368	1.2	215	0.7	459	1.6	133	0.5	83	0.3	36	0.1
1984	29792	12151	40.8	8459	28.4	1715	5.8	3267	11.0	383	1.3	228	0.8	493	1.7	165	0.6	61	0.2	32	0.1
CONSUMER PRODUCT SAFETY COMMISSION																					
1982	590	277	46.9	201	34.1	34	5.8	70	11.9	6	1.0	3	0.5	8	1.4	3	0.5	2	0.3	0	0.0
1983	554	258	46.6	177	31.9	33	6.0	74	13.4	5	0.9	2	0.4	9	1.6	5	0.9	3	0.5	0	0.0
1984	548	266	48.5	171	31.2	31	5.7	89	16.2	6	1.1	2	0.4	6	1.1	3	0.5	2	0.4	1	0.2
DEFENSE SUMMARY																					
1982	877533	275039	31.3	209836	23.9	65122	7.4	44951	5.1	33894	3.9	10975	1.3	21650	2.5	7569	0.9	3518	0.4	1708	0.2
1983	887955	281940	31.8	213200	24.0	64636	7.3	46915	5.3	34525	3.9	11681	1.3	22921	2.6	8230	0.9	3825	0.4	1914	0.2
1984	899724	289565	32.2	217138	24.1	65317	7.3	49203	5.5	34765	3.9	12350	1.4	23853	2.7	8739	1.0	4099	0.5	2135	0.2
DEFENSE AIR FORCE																					
1982	218779	69880	31.9	55087	25.2	11368	5.2	7702	3.5	14685	6.7	5024	2.3	2985	1.4	1449	0.7	1057	0.5	618	0.3
1983	220747	71232	32.3	55720	25.2	11561	5.2	7994	3.6	14826	6.7	5323	2.4	3006	1.4	1553	0.7	1123	0.5	642	0.3
1984	222066	72858	32.8	56577	25.5	11727	5.3	8446	3.8	14701	6.6	5562	2.5	3075	1.4	1605	0.7	1182	0.5	668	0.3
DEFENSE ARMY																					
1982	305770	106069	34.7	81983	26.8	19482	6.4	17048	5.6	10552	3.5	3460	1.1	4319	1.4	2628	0.9	1426	0.5	650	0.2
1983	310826	108661	35.0	83110	26.7	19779	6.4	18260	5.9	10944	3.5	3687	1.2	4642	1.5	2843	0.9	1543	0.5	761	0.2
1984	316801	111846	35.3	85016	26.8	20181	6.4	19035	6.0	11210	3.5	3929	1.2	4865	1.5	2977	0.9	1658	0.5	889	0.3

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FEDERAL AGENCY TREND SUMMARY
FOR 1982, 1983 AND 1984

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN AMERICAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN AMERICAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
DEFENSE COMMUNICATIONS AGENCY																					
1982	1490	622	41.7	482	32.3	73	4.9	116	7.8	6	0.4	8	0.5	22	1.5	14	0.9	2	0.1	2	0.1
1983	1506	629	41.8	488	32.4	73	4.8	117	7.8	7	0.5	9	0.6	22	1.5	13	0.9	1	0.1	2	0.1
1984	1597	709	44.4	535	33.5	75	4.7	148	9.3	8	0.5	7	0.4	28	1.8	15	0.9	1	0.1	4	0.3
DEFENSE CONTRACT AUDIT AGENCY																					
1982	3467	895	25.8	694	20.0	96	2.8	129	3.7	49	1.4	19	0.5	111	3.2	49	1.4	7	0.2	4	0.1
1983	3672	1013	27.6	767	20.9	102	2.8	156	4.2	52	1.4	23	0.6	125	3.4	63	1.7	7	0.2	4	0.1
1984	4146	1228	29.6	901	21.7	136	3.3	204	4.9	75	1.8	36	0.9	149	3.6	84	2.0	9	0.2	3	0.1
DEFENSE INTELLIGENCE AGENCY																					
1982	2237	740	33.1	609	27.2	123	5.5	127	5.7	4	0.2	2	0.1	8	0.4	1	0.04	2	0.1	1	0.04
1983	2372	792	33.4	611	25.8	128	5.4	175	7.4	9	0.4	2	0.1	10	0.4	2	0.1	8	0.3	2	0.1
1984	2431	823	33.9	616	25.3	133	5.5	196	8.1	10	0.4	4	0.2	11	0.5	4	0.2	8	0.3	3	0.1
DEFENSE INVESTIGATIVE SERVICE																					
1982	2295	860	37.5	692	30.2	65	2.8	141	6.1	23	1.0	18	0.8	17	0.7	5	0.2	3	0.1	4	0.2
1983	2398	910	37.9	724	30.2	68	2.8	152	6.3	26	1.1	24	1.0	17	0.7	6	0.3	3	0.1	4	0.2
1984	2389	946	39.6	741	31.0	64	2.7	167	7.0	22	0.9	24	1.0	13	0.5	10	0.4	4	0.2	4	0.2
DEFENSE LOGISTICS AGENCY																					
1982	45563	19273	42.3	12632	27.7	5164	11.3	5824	12.8	1001	2.2	477	1.0	300	0.7	212	0.5	159	0.3	128	0.3
1983	45006	19151	42.6	12441	27.6	5072	11.3	5853	13.0	1008	2.2	495	1.1	325	0.7	230	0.5	178	0.4	132	0.3
1984	46609	19936	42.8	12810	27.5	5251	11.3	6173	13.2	1072	2.3	525	1.1	375	0.8	266	0.6	195	0.4	162	0.3
DEFENSE NAVY																					
1982	285081	73340	25.7	54887	19.3	27790	9.7	13160	4.6	7367	2.6	1841	0.6	13816	4.8	3161	1.1	846	0.3	293	0.1
1983	288356	75095	26.0	56096	19.5	26910	9.3	13478	4.7	7386	2.6	1983	0.7	14637	5.1	3459	1.2	945	0.3	352	0.1
1984	290074	76560	26.4	56278	19.4	26772	9.2	14057	4.8	7402	2.6	2123	0.7	15254	5.3	3710	1.3	1023	0.4	392	0.1
DEFENSE MAPPING AGENCY																					
1982	8025	2163	27.0	1669	20.8	782	9.7	407	5.1	191	2.4	63	0.8	40	0.5	21	0.3	11	0.1	3	0.04
1983	8426	2354	27.9	1824	21.6	769	9.1	436	5.2	189	2.2	63	0.7	41	0.5	26	0.3	13	0.2	5	0.1
1984	8649	2453	28.4	1891	21.9	791	9.1	461	5.3	184	2.1	66	0.8	42	0.5	30	0.3	10	0.1	5	0.1
DEFENSE NUCLEAR AGENCY																					
1982	453	232	51.2	184	40.6	15	3.3	14	3.1	38	8.4	30	6.6	2	0.4	3	0.7	0	0.0	1	0.2
1983	537	280	52.1	223	41.5	16	3.0	21	3.9	42	7.8	31	5.8	3	0.6	4	0.7	1	0.2	1	0.2
1984	367	165	45.0	135	36.8	9	2.5	11	3.0	33	9.0	16	4.4	3	0.8	3	0.8	0	0.0	0	0.0
DEFENSE OFFICE OF DEPENDENTS SCHOOLS*																					
1982	9865	7027	71.2	6162	62.5	203	2.1	539	5.5	56	0.6	146	1.5	36	0.4	141	1.4	5	0.1	20	0.2
1983	11676	8106	69.4	7618	65.2	103	0.9	807	6.9	63	0.5	201	1.7	37	0.3	157	1.3	7	0.1	27	0.2
1984	12902	9783	75.8	8446	65.5	117	0.9	895	6.9	69	0.5	246	1.9	37	0.3	166	1.3	8	0.1	30	0.2

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YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN AMERICAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN AMERICAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
DEFENSE OFFICE OF THE SECRETARY																					
1982	1031	461	44.7	381	37.0	20	1.9	67	6.5	6	0.6	8	0.8	2	0.2	4	0.4	1	0.1	1	0.1
1983	1178	551	46.8	457	38.8	24	2.0	78	6.6	6	0.5	10	0.8	3	0.3	4	0.3	0	0.0	2	0.2
1984	1186	542	45.7	455	38.4	20	1.7	71	6.0	6	0.5	11	0.9	3	0.3	4	0.3	1	0.1	1	0.1
EDUCATION																					
1982	4985	2780	55.8	1335	26.8	452	9.1	1336	26.8	78	1.6	73	1.5	36	0.7	28	0.6	9	0.2	8	0.2
1983	4620	2566	55.5	1299	28.1	391	8.5	1175	25.4	73	1.6	61	1.3	35	0.8	24	0.5	8	0.2	7	0.2
1984	4548	2549	56.0	1274	28.0	400	8.8	1181	26.0	74	1.6	59	1.3	39	0.9	26	0.6	11	0.2	9	0.2
ENERGY																					
1982	16785	5727	34.1	4329	25.8	567	3.4	1067	6.4	395	2.4	207	1.2	184	1.1	88	0.5	97	0.6	36	0.2
1983	16259	5490	33.8	4142	25.5	550	3.4	1018	6.3	357	2.2	200	1.2	188	1.2	90	0.6	109	0.7	40	0.2
1984	16155	5528	34.2	4205	26.0	521	3.2	966	6.0	364	2.3	221	1.4	205	1.3	95	0.6	105	0.6	41	0.3
ENVIRONMENTAL PROTECTION AGENCY*																					
1982	10390	4230	40.7	2913	28.0	394	3.8	1158	11.1	101	1.0	71	0.7	152	1.5	78	0.8	8	0.1	10	0.1
1983	10082	4084	40.5	2801	27.8	386	3.8	1156	11.5	99	1.0	67	0.7	151	1.5	80	0.8	8	0.1	10	0.1
1984	11187	4731	42.3	3204	28.6	414	3.7	1335	11.9	125	1.1	95	0.8	180	1.6	90	0.8	9	0.1	13	0.1
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION																					
1982	2934	1652	56.3	615	21.0	569	19.4	875	29.8	180	6.1	138	4.7	24	0.8	16	0.5	7	0.2	8	0.3
1983	2927	1659	56.7	668	22.8	547	18.7	844	28.8	172	5.9	128	4.4	22	0.8	10	0.3	6	0.2	9	0.3
1984	2777	1595	57.4	655	23.6	497	17.9	794	28.6	163	5.9	129	4.6	18	0.6	10	0.4	5	0.2	7	0.3
FEDERAL COMMUNICATIONS COMMISSION																					
1982	1774	803	45.3	420	23.7	131	7.4	355	20.0	18	1.0	19	1.1	14	0.8	7	0.4	5	0.3	2	0.1
1983	1785	839	47.0	435	24.4	126	7.1	375	21.0	20	1.1	20	1.1	18	1.0	7	0.4	8	0.4	2	0.1
1984	1857	864	46.5	436	23.5	133	7.2	395	21.3	25	1.3	23	1.2	19	1.0	8	0.4	8	0.4	2	0.1
FEDERAL DEPOSIT INSURANCE CORPORATION																					
1982	2981	885	29.7	630	21.1	154	5.2	214	7.2	39	1.3	19	0.6	11	0.4	20	0.7	2	0.1	2	0.1
1983	2906	866	29.8	610	21.0	151	5.2	215	7.4	43	1.5	18	0.6	10	0.3	21	0.7	2	0.1	2	0.1
1984	2956	912	30.9	620	21.0	154	5.2	241	8.2	48	1.6	25	0.8	14	0.5	23	0.8	1	0.03	3	0.1
FEDERAL EMERGENCY MANAGEMENT AGENCY																					
1982	1918	733	38.2	520	27.1	71	3.7	191	10.0	12	0.6	8	0.4	9	0.5	5	0.3	7	0.4	9	0.5
1983	2168	797	36.8	562	25.9	73	3.4	211	9.7	12	0.6	10	0.5	11	0.5	7	0.3	8	0.4	7	0.3
1984	2409	902	37.4	626	26.0	85	3.5	251	10.4	12	0.5	11	0.5	11	0.5	7	0.3	8	0.3	7	0.3
FEDERAL HOME LOAN BANK BOARD																					
1982	1480	546	36.9	370	25.0	71	4.8	161	10.9	16	1.1	5	0.3	12	0.8	6	0.4	1	0.1	1	0.1
1983	1401	531	37.9	347	24.8	76	5.4	171	12.2	17	1.2	8	0.6	17	1.2	9	0.6	4	0.3	1	0.1
1984	1362	509	37.4	329	24.2	79	5.8	161	11.8	21	1.5	10	0.7	17	1.2	9	0.7	5	0.4	0	0.0

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TABLE I-2

FEDERAL AGENCY TREND SUMMARY
FOR 1982, 1983 AND 1984

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN AMERICAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN AMERICAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
FEDERAL TRADE COMMISSION																						
1982	1379	699	50.7	350	25.4	118	8.6	324	23.5	9	0.7	16	1.2	14	1.0	8	0.6	1	0.1	1	0.1
1983	1222	625	51.1	304	24.9	100	8.2	302	24.7	5	0.4	12	1.0	11	0.9	7	0.6	0	0.0	0	0.0
1984	1195	625	52.3	300	25.1	94	7.9	309	25.9	5	0.4	11	0.9	8	0.7	4	0.3	0	0.0	1	0.1
GENERAL SERVICES ADMINISTRATION																						
1982	28192	10004	35.5	5341	18.9	5439	19.3	4175	14.8	749	2.7	265	0.9	282	1.0	168	0.6	98	0.3	55	0.2
1983	26692	9778	36.6	5212	19.5	4971	18.6	4048	15.2	667	2.5	280	1.0	271	1.0	184	0.7	93	0.3	54	0.2
1984	26634	9896	37.2	5353	20.1	4801	18.0	4041	15.2	649	2.4	268	1.0	282	1.1	174	0.7	95	0.4	60	0.2
GOVERNMENT PRINTING OFFICE																						
1982	5550	1679	30.3	482	8.7	1779	32.1	1174	21.2	38	0.7	14	0.3	12	0.2	7	0.1	0	0.0	2	0.04
1983	5373	1641	30.5	463	8.6	1742	32.4	1152	21.4	40	0.7	17	0.3	13	0.2	7	0.1	0	0.0	2	0.04
1984	5366	1688	31.5	472	8.8	1738	32.4	1172	21.8	77	1.4	31	0.6	19	0.4	7	0.1	0	0.0	6	0.1
HEALTH AND HUMAN SERVICES																						
1982	130646	85047	65.1	51439	39.4	7405	5.7	24785	19.0	1712	1.3	3513	2.7	687	0.5	1096	0.8	1622	1.2	4221	3.2
1983	129938	84836	65.3	50645	39.0	7405	5.7	24809	19.1	1728	1.3	3589	2.8	706	0.5	1149	0.9	1650	1.3	4344	3.3
1984	125758	82294	65.4	48710	38.7	7036	5.6	24314	19.3	1686	1.3	3516	2.8	703	0.6	1151	0.9	1787	1.4	4603	3.7
HOUSING AND URBAN DEVELOPMENT																						
1982	13708	6532	47.7	3788	27.6	1113	8.1	2332	17.0	400	2.9	289	2.1	90	0.7	91	0.7	38	0.3	32	0.2
1983	12342	5885	47.7	3294	26.7	1036	8.4	2210	17.9	347	2.8	262	2.1	106	0.9	91	0.7	44	0.4	29	0.2
1984	11747	5810	49.5	3191	27.2	981	8.4	2199	18.7	321	2.7	287	2.4	106	0.9	104	0.9	40	0.3	29	0.2
INTERIOR																						
1982	49812	14445	29.0	10108	20.3	1578	3.2	1016	2.0	854	1.7	424	0.9	355	0.7	176	0.4	4737	9.5	2721	5.5
1983	58018	18107	31.2	13698	23.6	1810	3.1	1399	2.4	1018	1.8	608	1.0	393	0.7	236	0.4	3568	6.1	4346	7.5
1984	55011	17198	31.3	12194	22.2	1786	3.2	1562	2.8	1182	2.1	763	1.4	413	0.8	253	0.5	3654	6.6	2426	4.4
INTERSTATE COMMERCE COMMISSION																						
1982	1506	652	43.3	316	21.0	111	7.4	325	21.6	12	0.8	9	0.6	2	0.1	1	0.1	4	0.3	1	0.1
1983	1293	555	42.9	269	20.8	100	7.7	275	21.3	10	0.8	8	0.6	2	0.2	2	0.2	4	0.3	1	0.1
1984	1053	452	42.9	209	19.8	78	7.4	232	22.0	8	0.8	8	0.8	2	0.2	2	0.2	4	0.4	1	0.1
JUSTICE*																						
1982	53450	19778	37.0	12483	23.4	3378	6.3	5897	11.0	2493	4.7	965	1.8	291	0.5	206	0.4	146	0.3	57	0.1
1983	57948	21252	36.7	13574	23.4	3724	6.4	6276	10.8	2866	4.9	1096	1.9	315	0.5	240	0.4	164	0.3	65	0.1
1984	60382	22564	37.4	14393	23.8	3749	6.2	6600	10.9	3030	5.0	1196	2.0	398	0.7	308	0.5	177	0.3	67	0.1
LABOR																						
1982	17890	7582	42.4	4431	24.8	1266	7.1	2761	15.4	408	2.3	283	1.6	76	0.4	84	0.5	52	0.3	23	0.1
1983	18281	7858	43.0	4565	25.0	1268	6.9	2844	15.6	451	2.5	309	1.7	92	0.5	110	0.6	53	0.3	30	0.2
1984	16514	7045	42.7	4036	24.4	1129	6.8	2598	15.7	413	2.5	276	1.7	97	0.6	109	0.7	46	0.3	26	0.2

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TABLE I-2

FEDERAL AGENCY TREND SUMMARY
FOR 1982, 1983 AND 1984

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN AMERICAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN AMERICAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION																					
1982	21862	4957	22.7	3899	17.8	813	3.7	791	3.6	388	1.8	146	0.7	279	1.3	95	0.4	44	0.2	26	0.1
1983	22137	5184	23.4	4048	18.3	834	3.8	851	3.8	407	1.8	159	0.7	311	1.4	98	0.4	51	0.2	28	0.1
1984	21616	5280	24.4	4129	19.1	844	3.9	858	4.0	390	1.8	161	0.7	317	1.5	101	0.5	50	0.2	31	0.1
NATIONAL CREDIT UNION ADMINISTRATION																					
1982	602	161	26.7	112	18.6	27	4.5	39	6.5	8	1.3	5	0.8	4	0.7	4	0.7	3	0.5	1	0.2
1983	616	159	25.8	111	18.0	26	4.2	39	6.3	7	1.1	5	0.8	4	0.6	3	0.5	1	0.2	1	0.2
1984	611	152	24.9	107	17.5	27	4.4	40	6.5	9	1.5	3	0.5	3	0.5	1	0.2	1	0.2	1	0.2
NATIONAL LABOR RELATIONS BOARD																					
1982	2443	1231	50.4	759	31.1	134	5.5	383	15.7	51	2.1	63	2.6	8	0.3	23	0.9	1	0.04	3	0.1
1983	2647	1384	52.3	857	32.4	139	5.3	430	16.2	55	2.1	83	3.1	14	0.5	21	0.8	0	0.0	3	0.1
1984	2649	1402	52.9	876	33.1	135	5.1	426	16.1	58	2.2	79	3.0	13	0.5	17	0.6	0	0.0	4	0.2
NATIONAL SCIENCE FOUNDATION																					
1982	1109	636	57.3	396	35.7	53	4.8	232	20.9	3	0.3	5	0.5	8	0.7	3	0.3	0	0.0	0	0.0
1983	1036	583	56.3	353	34.1	50	4.8	220	21.2	3	0.3	6	0.6	11	1.1	3	0.3	0	0.0	1	0.1
1984	1049	599	57.1	346	33.0	55	5.2	237	22.6	5	0.5	9	0.9	12	1.1	7	0.7	0	0.0	0	0.0
NUCLEAR REGULATORY COMMISSION																					
1982	3449	1181	34.2	950	27.5	113	3.3	203	5.9	26	0.8	11	0.3	91	2.6	16	0.5	4	0.1	1	0.03
1983	3180	1122	35.3	893	28.1	102	3.2	199	6.3	27	0.8	11	0.3	98	3.1	17	0.5	4	0.1	2	0.1
1984	3460	1180	34.1	918	26.5	112	3.2	226	6.5	28	0.8	14	0.4	107	3.1	19	0.5	6	0.2	3	0.1
OFFICE OF PERSONNEL MANAGEMENT																					
1982	5894	3502	59.4	2058	34.9	395	6.7	1261	21.4	87	1.5	123	2.1	20	0.3	52	0.9	6	0.1	8	0.1
1983	5148	3056	59.4	1813	35.2	325	6.3	1092	21.2	74	1.4	99	1.9	20	0.4	46	0.9	6	0.1	7	0.1
1984	5663	3423	60.4	2027	35.8	364	6.4	1238	21.9	91	1.6	97	1.7	21	0.4	51	0.9	5	0.1	10	0.2
PANAMA CANAL COMMISSION																					
1982	1787	330	18.5	244	13.7	61	3.4	12	0.7	144	8.1	71	4.0	10	0.6	3	0.2	2	0.1	0	0.0
1983	1596	280	17.5	197	12.3	57	3.6	12	0.8	141	8.8	67	4.2	11	0.7	4	0.3	1	0.1	0	0.0
1984	1463	257	17.6	177	12.1	50	3.4	15	1.0	131	9.0	61	4.2	11	0.8	4	0.3	1	0.1	0	0.0
RAILROAD RETIREMENT BOARD																					
1982	1447	888	61.4	494	34.1	73	5.0	369	25.5	7	0.5	15	1.0	3	0.2	9	0.6	1	0.1	1	0.1
1983	1507	922	61.2	507	33.6	90	6.0	385	25.5	10	0.7	19	1.3	4	0.3	10	0.7	1	0.1	1	0.1
1984	1454	884	60.8	479	32.9	93	6.4	378	26.0	7	0.5	18	1.2	4	0.3	8	0.6	1	0.1	1	0.1
SECURITIES AND EXCHANGE COMMISSION																					
1982	1756	755	43.0	441	25.1	127	7.2	299	17.0	15	0.9	11	0.6	15	0.9	4	0.2	1	0.1	0	0.0
1983	1731	803	46.4	465	26.9	107	6.2	313	18.1	14	0.8	16	0.9	17	1.0	8	0.5	0	0.0	1	0.1
1984	1840	864	47.0	473	25.7	123	6.7	359	19.5	15	0.8	17	0.9	22	1.2	14	0.8	0	0.0	1	0.1

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TABLE I-2

FEDERAL AGENCY TREND SUMMARY
FOR 1982, 1983 AND 1984

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN AMERICAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN AMERICAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
SMALL BUSINESS ADMINISTRATION																					
1982	4087	1900	46.5	1270	31.1	277	6.8	496	12.1	146	3.6	115	2.8	20	0.5	18	0.4	0	0.0	1	0.02
1983	3930	1817	46.2	1196	30.4	269	6.8	475	12.1	142	3.6	117	3.0	26	0.7	28	0.7	0	0.0	1	0.03
1984	4022	1845	45.9	1200	29.8	291	7.2	475	11.8	157	3.9	131	3.3	28	0.7	32	0.8	11	0.3	7	0.2
SMITHSONIAN INSTITUTION*																					
1982	3594	1141	31.7	689	19.2	1141	31.7	336	9.3	95	2.6	48	1.3	71	2.0	35	1.0	46	1.3	33	0.9
1983	3467	1086	31.3	656	18.9	1113	32.1	322	9.3	91	2.6	44	1.3	69	2.0	32	0.9	43	1.2	32	0.9
1984	2326	759	32.6	441	19.0	630	27.1	226	9.7	61	2.6	31	1.3	63	2.7	30	1.3	36	1.5	31	1.3
SOLDIER'S AND AIRMEN'S HOME																					
1982	672	356	53.0	86	12.8	200	29.8	249	37.1	2	0.3	8	1.2	3	0.4	13	1.9	0	0.0	0	0.0
1983	730	391	53.6	94	12.9	207	28.4	271	37.1	1	0.1	9	1.2	5	0.7	17	2.3	0	0.0	0	0.0
1984	754	407	54.0	102	13.5	212	28.1	277	36.7	3	0.4	12	1.6	3	0.4	16	2.1	1	0.1	0	0.0
STATE																					
1982	10729	4046	37.7	2977	27.7	598	5.6	960	8.9	237	2.2	63	0.6	38	0.4	44	0.4	10	0.1	5	0.05
1983	12326	4557	37.0	3288	26.7	649	5.3	1058	8.6	319	2.6	102	0.8	119	1.0	95	0.8	23	0.2	14	0.1
1984	12506	4684	37.5	3278	26.2	691	5.5	1182	9.5	324	2.6	117	0.9	99	0.8	92	0.7	24	0.2	15	0.1
TENNESSEE VALLEY AUTHORITY*																					
1982	40334	6453	16.0	5451	13.5	2645	6.6	923	2.3	105	0.3	29	0.1	119	0.3	16	0.04	111	0.3	34	0.1
1983	37502	6305	16.8	5339	14.2	2513	6.7	890	2.4	95	0.3	25	0.1	127	0.3	16	0.04	112	0.3	35	0.1
1984	29354	5664	19.3	4789	16.3	1897	6.5	805	2.7	84	0.3	21	0.1	127	0.4	18	0.1	86	0.3	31	0.1
TRANSPORTATION*																					
1982	58486	11522	19.7	8371	14.3	3253	5.6	2515	4.3	1299	2.2	302	0.5	781	1.3	199	0.3	437	0.7	135	0.2
1983	58875	11539	19.6	8342	14.2	3232	5.5	2496	4.2	1403	2.4	367	0.6	820	1.4	199	0.3	430	0.7	135	0.2
1984	59277	12230	20.6	8822	14.9	3221	5.4	2580	4.4	1465	2.5	457	0.8	807	1.4	217	0.4	435	0.7	154	0.3
TREASURY																					
1982	109418	54875	50.2	36839	33.7	6069	5.5	14347	13.1	2674	2.4	2662	2.4	887	0.8	856	0.8	132	0.1	171	0.2
1983	113903	58689	51.5	38854	34.1	6254	5.5	15592	13.7	2852	2.5	3050	2.7	991	0.9	976	0.9	152	0.1	217	0.2
1984	119460	62911	52.7	41117	34.4	6598	5.5	16741	14.0	3153	2.6	3636	3.0	1175	1.0	1167	1.0	167	0.1	250	0.2
U.S. INFORMATION AGENCY																					
1982	3378	1419	42.0	813	24.1	220	6.5	544	16.1	46	1.4	27	0.8	134	4.0	35	1.0	2	0.1	0	0.0
1983	4147	1647	39.7	956	23.1	256	6.2	618	14.9	65	1.6	33	0.8	155	3.7	39	0.9	4	0.1	1	0.02
1984	4439	1786	40.2	1034	23.3	263	5.9	657	14.8	82	1.8	40	0.9	171	3.9	53	1.2	3	0.1	2	0.05
U.S. POSTAL SERVICE*																					
1982	651129	162701	25.0	105919	16.3	86210	13.2	47803	7.3	24657	3.8	5061	0.8	9739	1.5	3276	0.5	1064	0.2	642	0.1
1983	653550	167886	25.7	109268	16.7	85945	13.2	48689	7.4	25339	3.9	5430	0.8	10627	1.6	3797	0.6	1151	0.2	702	0.1
1984	677213	180979	26.7	117260	17.3	88295	13.0	51978	7.7	27269	4.0	6636	1.0	10504	1.6	4306	0.6	1246	0.2	799	0.1
VETERANS ADMINISTRATION*																					
1982	208525	113973	54.7	77965	37.4	22437	10.8	30525	14.6	5107	2.4	3363	1.6	1816	0.9	2665	1.3	406	0.2	445	0.2
1983	209891	115070	54.8	77327	36.8	22347	10.6	30778	14.7	5189	2.5	3525	1.7	2003	1.0	2962	1.4	421	0.2	462	0.2
1984	211858	116904	55.2	78307	37.0	22415	10.6	31183	14.7	5278	2.5	3667	1.7	2134	1.0	3230	1.5	458	0.2	499	0.2

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TABLE I-3

GOVERNMENTWIDE DISTRIBUTION WITHIN GROUPS
ACROSS PATCO CATEGORIES
FOR 1982, 1983, AND 1984 *

OCCUPATIONAL CATEGORIES	TOTAL	MEN	WOMEN	WHITE	BLACK	HISPANIC	ASIAN/ PACIFIC ISLANDER	AMERICAN INDIAN/ ALAS. NAT.
PROFESSIONAL								
1982	21.9	30.9	11.2	24.3	8.9	14.4	36.8	14.6
1983	22.6	32.1	11.7	25.2	9.3	15.0	37.9	12.2
1984	22.7	32.0	12.1	25.3	9.5	15.2	38.5	12.2
ADMINISTRATIVE								
1982	28.6	36.5	19.3	30.5	21.0	25.8	20.1	22.6
1983	28.1	35.5	19.4	29.8	21.3	25.6	19.8	23.1
1984	29.3	36.5	21.1	31.0	22.9	26.8	20.3	24.5
TECHNICAL								
1982	21.5	21.7	21.2	20.3	26.9	23.5	18.0	33.3
1983	21.8	21.6	22.1	20.6	27.5	23.8	18.1	33.4
1984	21.3	20.9	21.7	20.1	26.7	23.4	17.6	32.4
CLERICAL								
1982	25.4	6.3	47.9	22.5	39.7	31.2	23.1	26.6
1983	24.8	6.1	46.4	21.9	38.5	30.5	22.3	28.0
1984	24.1	6.1	44.7	21.2	37.7	29.9	21.5	27.9
OTHER								
1982	2.7	4.7	0.4	2.5	3.5	5.2	2.0	2.7
1983	2.8	4.8	0.5	2.5	3.4	5.1	2.0	3.3
1984	2.6	4.6	0.4	2.4	3.2	4.7	2.0	3.0
TOTAL								
1982	100	100	100	100	100	100	100	100
1983	100	100	100	100	100	100	100	100
1984	100	100	100	100	100	100	100	100

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TABLE I-4

AVERAGE GRADES OF WHITE-COLLAR EMPLOYEES
BY SEX AND RACIAL/ETHNIC GROUPS
1982, 1983, AND 1984

GROUP	YEARS 1982	1983	1984
TOTAL	8.1	8.58	8.63
MALE	9.9	10.25	10.26
FEMALE	6.2	6.68	6.8
WHITE:	8.6	8.97	9.02
MALE	10.3	10.58	10.59
FEMALE	6.3	6.82	6.95
BLACK:	6.5	6.89	6.95
MALE	7.7	8.07	8.10
FEMALE	5.8	6.32	6.40
HISPANIC:	7.1	7.61	7.67
MALE	8.4	8.8	8.85
FEMALE	5.6	6.18	6.28
ASIAN:	8.00	8.75	8.82
MALE	9.7	10.09	10.13
FEMALE	6.3	7.11	7.25
AMERICAN INDIAN:	6.60	7.32	7.35
MALE	8.1	9.20	9.18
FEMALE	5.4	5.94	6.02

NOTE:

SINCE GRADES 16-18 WERE COMBINED IN THE CPDF, THOSE IN GRADES 16-18 WERE GIVEN A WEIGHT OF 17, SES WAS GIVEN A WEIGHT OF 19.

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TABLE I-5

GOVERNMENTWIDE DISTRIBUTION WITHIN GS/GM GRADE RANGES
FOR 1982, 1983, AND 1984 *

GRADE RANGE	YEAR	TOTAL NUMBER	MEN		WOMEN		WHITE		BLACK		HISPANIC		ASIAN/PACIFIC ISLANDER		AMERICAN INDIAN /ALASKAN NATIVE	
			NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%	NUMBER	%
GS 1-4	1982	228,400	52,111	22.8	176,289	77.2	152,516	66.8	55,331	24.2	11,801	5.2	4,266	1.9	4,486	2.0
	1983	224,933	52,432	23.3	172,501	76.7	149,439	66.4	54,803	24.4	12,124	5.4	4,603	2.0	3,965	1.8
	1984	220,699	52,599	23.8	168,100	76.2	144,641	65.5	54,783	24.8	12,463	5.6	4,765	2.2	4,047	1.8
GS 5-8	1982	437,076	142,791	32.7	294,285	67.3	314,391	71.9	88,888	20.3	19,082	4.4	8,695	2.0	6,020	1.4
	1983	436,530	141,014	32.3	295,516	67.7	312,586	71.6	88,731	20.3	19,742	4.5	9,252	2.1	6,219	1.4
	1984	438,959	140,426	32.0	298,533	68.0	310,880	70.8	91,203	20.8	20,540	4.7	9,613	2.2	6,723	1.5
GS 9-12	1982	519,143	365,872	70.5	153,271	29.5	433,269	83.5	49,724	9.6	18,484	3.6	12,261	2.4	5,405	1.0
	1983	526,851	365,439	69.4	161,412	30.6	436,725	82.9	52,061	9.9	19,564	3.7	13,494	2.6	5,007	1.0
	1984	539,965	367,433	68.0	172,532	32.0	443,824	82.2	54,927	10.2	21,033	3.9	14,818	2.7	5,363	1.0
GS/GM 13-15	1982	205,367	185,650	90.4	19,717	9.6	185,723	90.4	10,519	5.1	3,865	1.9	4,033	2.0	1,227	0.6
	1983	203,008	181,322	89.3	21,686	10.7	182,695	90.0	10,814	5.3	3,916	1.9	4,390	2.2	1,193	0.6
	1984	207,706	183,815	88.5	23,891	11.5	186,270	89.7	11,179	5.4	4,203	2.0	4,778	2.3	1,276	0.6
GS/GM 16-18 INCL. SES	1982	6,833	6,398	93.6	435	6.4	6,395	93.6	291	4.3	58	0.8	43	0.6	46	0.7
	1983	7,169	6,683	93.2	486	6.8	6,681	93.2	320	4.5	71	1.0	61	0.9	36	0.5
	1984	7,487	6,968	93.1	519	6.9	6,990	93.4	324	4.3	79	1.1	62	0.8	32	0.4
OTHER WHITE COLLAR	1982	18,894	13,237	70.1	5,657	29.9	16,845	89.2	1,118	5.9	431	2.3	419	2.2	81	0.4
	1983	21,552	15,417	71.5	6,135	28.5	19,101	88.6	1,193	5.5	554	2.6	606	2.8	98	0.5
	1984	22,659	15,803	69.7	6,856	30.3	19,990	88.2	1,297	5.7	586	2.6	683	3.0	103	0.5
TOTAL WHITE COLLAR	1982	1,415,713	766,059	54.1	649,654	45.9	1,109,139	78.3	205,871	14.5	53,721	3.8	29,717	2.1	17,265	1.2
	1983	1,420,043	762,307	53.7	657,736	46.3	1,107,226	78.0	207,922	14.6	55,971	3.9	32,406	2.3	16,518	1.2
	1984	1,437,475	767,044	53.4	670,431	46.6	1,112,595	77.4	213,713	14.9	58,904	4.1	34,719	2.4	17,544	1.2

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TABLE I-6

GOVERNMENTWIDE DISTRIBUTION ACROSS GRADE RANGES
FOR 1982, 1983 AND 1984

GRADE RANGE	YEAR	TOTAL %	MEN %	WOMEN %	WHITE %	BLACK %	HISPANIC %	ASIAN/ PACIFIC ISLANDER %	AMERICAN INDIAN/ ALAS. NAT. %
GS 1-4	1982	16.13	6.80	27.14	13.75	26.88	21.97	14.36	25.98
	1983	15.84	6.88	26.23	13.50	26.36	21.66	14.20	24.00
	1984	15.35	6.86	25.07	13.04	25.63	21.16	13.72	23.07
GS 5-8	1982	30.87	18.64	45.30	28.35	43.18	35.52	29.26	34.87
	1983	30.74	18.50	44.93	28.23	42.68	35.27	28.55	37.65
	1984	30.54	18.31	44.53	27.94	42.68	34.87	27.69	38.32
GS 9-12	1982	36.67	47.76	23.59	39.06	24.15	34.41	41.26	31.31
	1983	37.10	47.94	24.54	39.44	25.04	34.95	41.64	30.31
	1984	37.56	47.90	25.73	39.89	25.70	35.71	42.68	30.57
GS/GM 13-15	1982	14.51	24.23	3.04	16.74	5.11	7.19	13.57	7.11
	1983	14.30	23.79	3.30	16.50	5.20	7.00	13.55	7.22
	1984	14.45	23.96	3.56	16.74	5.23	7.14	13.76	7.27
GS/GM 16-18 INCL. SES	1982	0.48	0.84	0.07	0.58	0.14	0.11	0.14	0.27
	1983	0.50	0.88	0.07	0.60	0.15	0.13	0.19	0.22
	1984	0.52	0.91	0.08	0.63	0.15	0.13	0.18	0.18
OTHER WHITE COLLAR	1982	1.33	1.73	0.87	1.52	0.54	0.80	1.41	0.47
	1983	1.52	2.02	0.93	1.73	0.57	0.99	1.87	0.59
	1984	1.58	2.06	1.02	1.80	0.61	0.99	1.97	0.59
TOTAL WHITE COLLAR	1982	100	100	100	100	100	100	100	100
	1983	100	100	100	100	100	100	100	100
	1984	100	100	100	100	100	100	100	100

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TABLE I-7

GOVERNMENT WIDE (CPDF)

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	309421	72574	23.5	57279	18.5	9331	3.0	9075	2.9	5679	1.8	2069	0.7	7708	2.5	3215	1.0	1587	0.5	936	0.3
1983	321000	76699	23.9	60340	18.8	9756	3.0	9643	3.0	6106	1.9	2259	0.7	8621	2.7	3646	1.1	1211	0.4	811	0.3
1984	326330	81080	24.8	63285	19.4	9922	3.0	10332	3.2	6432	2.0	2517	0.8	9300	2.8	4067	1.2	1264	0.4	879	0.3
ADMINISTRATIVE																					
1982	404669	125314	31.0	93642	23.1	19293	4.8	23978	5.9	9564	2.4	4274	1.1	3813	0.9	2154	0.5	2640	0.7	1266	0.3
1983	398395	127702	32.1	94816	23.8	19500	4.9	24689	6.2	9798	2.5	4540	1.1	4065	1.0	2360	0.6	2510	0.6	1297	0.3
1984	420980	141290	33.6	104011	24.7	21194	5.0	27826	6.6	10613	2.5	5182	1.2	4367	1.0	2692	0.6	2716	0.6	1579	0.4
TECHNICAL																					
1982	303827	137824	45.4	92555	30.5	20009	6.6	35269	11.6	8202	2.7	4419	1.5	2992	1.0	2363	0.8	2539	0.8	3218	1.1
1983	309713	145081	46.8	97202	31.4	20044	6.5	37120	12.0	8402	2.7	4929	1.6	3184	1.0	2668	0.9	2355	0.8	3162	1.0
1984	305738	145737	47.7	97015	31.7	19638	6.4	37324	12.2	8505	2.8	5271	1.7	3277	1.1	2848	0.9	2407	0.8	3279	1.1
CLERICAL																					
1982	359281	311084	86.6	220269	61.3	13227	3.7	68505	19.1	3868	1.1	12874	3.6	1393	0.4	5480	1.5	644	0.2	3956	1.1
1983	351427	305043	86.8	214414	61.0	12657	3.6	67351	19.2	3749	1.1	13344	3.8	1459	0.4	5753	1.6	448	0.1	4181	1.2
1984	346512	299445	86.4	207606	59.9	12815	3.7	67739	19.5	3779	1.1	13817	4.0	1566	0.5	5912	1.7	516	0.1	4371	1.3
OTHER																					
1982	38505	2858	8.1	1729	5.2	6360	16.0	822	2.2	2562	6.7	209	0.5	533	1.5	66	0.2	447	1.3	32	0.1
1983	39464	3207	8.1	2045	5.2	6307	16.0	853	2.2	2651	6.7	190	0.5	573	1.5	77	0.2	501	1.3	42	0.1
1984	37915	2879	7.6	1804	4.8	6138	16.2	785	2.1	2619	6.9	169	0.4	603	1.6	87	0.2	499	1.3	34	0.1
TOTAL WHITE COLLAR																					
1982	1415703	649654	45.9	465474	32.9	68220	4.8	137649	9.7	29875	2.1	23845	1.7	16439	1.2	13278	0.9	7857	0.6	9408	0.7
1983	1419999	657732	46.3	468817	33.0	68264	4.8	139656	9.8	30706	2.2	25262	1.8	17902	1.3	14504	1.0	7025	0.5	9493	0.7
1984	1437475	670431	46.6	473721	33.0	69707	4.8	144006	10.0	31948	2.2	26956	1.9	19113	1.3	15606	1.1	7402	0.5	10142	0.7
TOTAL BLUE COLLAR																					
1982	381681	36212	9.5	17484	4.6	61727	16.2	15826	4.1	24498	6.4	1450	0.4	12758	3.3	733	0.2	4464	1.2	719	0.2
1983	379017	36315	9.6	17936	4.7	59722	15.8	15339	4.0	24523	6.5	1604	0.4	13052	3.4	753	0.2	4527	1.2	683	0.2
1984	373767	35782	9.6	17671	4.7	58580	15.7	14901	4.0	24310	6.5	1665	0.4	13275	3.6	807	0.2	4694	1.3	738	0.2
TOTAL GOVERNMENT - CPDF																					
1982	1797384	685866	38.2	482958	26.9	129947	7.2	153475	8.5	54373	3.0	25295	1.4	29197	1.6	14011	0.8	12321	0.7	10127	0.6
1983	1799016	694047	38.6	486753	27.1	127986	7.1	154995	8.6	55229	3.1	26866	1.5	30954	1.7	15257	0.8	11552	0.6	10176	0.6
1984	1811242	706213	39.0	491392	27.1	128287	7.1	158907	8.8	56258	3.1	28621	1.6	32388	1.8	16413	0.9	12096	0.7	10880	0.6

PATCO - PROFESSIONAL, ADMINISTRATIVE, TECHNICAL, CLERICAL AND OTHER OCCUPATIONAL CATEGORIES.
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DATA - NUMBER OF PERMANENT FULL AND PART-TIME EMPLOYEES AS OF SEPTEMBER 30, 1982, 1983, AND 1984.

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TABLE I-7

AGRICULTURE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	31924	2601	8.1	2246	7.0	960	3.0	164	0.5	640	2.0	69	0.2	541	1.7	109	0.3	218	0.7	13	0.04
1983	31608	2906	9.2	2521	8.0	991	3.1	184	0.6	649	2.1	74	0.2	538	1.7	113	0.4	223	0.7	14	0.04
1984	32297	3218	10.0	2777	8.6	1019	3.2	213	0.7	699	2.2	84	0.3	570	1.8	126	0.4	239	0.7	18	0.06
ADMINISTRATIVE																					
1982	13787	4728	34.3	3826	27.8	591	4.3	672	4.9	307	2.2	134	1.0	75	0.5	63	0.5	72	0.5	33	0.2
1983	12305	4003	32.5	3181	25.9	564	4.6	621	5.0	284	2.3	118	1.0	63	0.5	55	0.4	68	0.6	28	0.2
1984	12928	4394	34.0	3529	27.3	589	4.6	639	4.9	298	2.3	126	1.0	68	0.5	67	0.5	75	0.6	33	0.3
TECHNICAL																					
1982	31131	6645	21.3	5505	17.7	1264	4.1	790	2.5	1201	3.9	170	0.5	134	0.4	77	0.2	419	1.3	103	0.3
1983	31055	7703	24.8	6411	20.6	1192	3.8	874	2.8	1179	3.8	201	0.6	141	0.5	87	0.3	434	1.4	130	0.4
1984	31753	8467	26.7	7005	22.1	1197	3.8	996	3.1	1213	3.8	224	0.7	141	0.4	88	0.3	452	1.4	154	0.5
CLERICAL																					
1982	16553	15591	94.2	12802	77.3	264	1.6	1939	11.7	63	0.4	516	3.1	12	0.1	129	0.8	7	0.04	205	1.2
1983	16101	15225	94.6	12504	77.7	224	1.4	1869	11.6	59	0.4	517	3.2	4	0.02	112	0.7	11	0.1	223	1.4
1984	16119	15174	94.1	12361	76.7	243	1.5	1941	12.0	56	0.3	532	3.3	4	0.02	112	0.7	8	0.05	228	1.4
OTHER																					
1982	670	265	39.6	196	29.3	80	11.9	41	6.1	43	6.4	17	2.5	10	1.5	9	1.3	4	0.6	2	0.3
1983	1058	411	38.8	331	31.3	134	12.7	38	3.6	44	4.2	13	1.2	13	1.2	18	1.7	20	1.9	11	1.0
1984	537	210	39.1	165	30.7	74	13.8	23	4.3	14	2.6	8	1.5	11	2.0	8	1.5	10	1.9	6	1.1
TOTAL WHITE COLLAR																					
1982	94065	29830	31.7	24575	26.1	3159	3.4	3606	3.8	2254	2.4	906	1.0	772	0.8	387	0.4	720	0.8	356	0.4
1983	92127	30248	32.8	24948	27.1	3105	3.4	3586	3.9	2215	2.4	923	1.0	759	0.8	385	0.4	756	0.8	406	0.4
1984	93634	31463	33.6	25837	27.6	3122	3.3	3812	4.1	2280	2.4	974	1.0	794	0.8	401	0.4	784	0.8	439	0.5
TOTAL BLUE COLLAR																					
1982	3300	201	6.1	115	3.5	470	14.2	76	2.3	179	5.4	3	0.1	13	0.4	0	0.0	69	2.1	7	0.2
1983	3179	196	6.2	120	3.8	451	14.2	65	2.0	175	5.5	3	0.1	16	0.5	1	0.03	72	2.3	7	0.2
1984	3092	171	5.5	115	3.7	425	13.7	43	1.4	172	5.6	4	0.1	15	0.5	1	0.03	74	2.4	8	0.3
TOTAL AGENCY																					
1982	97365	30031	30.8	24690	25.4	3629	3.7	3682	3.8	2433	2.5	909	0.9	785	0.8	387	0.4	789	0.8	363	0.4
1983	95306	30444	31.9	25068	26.3	3556	3.7	3651	3.8	2390	2.5	926	1.0	775	0.8	386	0.4	828	0.9	413	0.4
1984	96726	31634	32.7	25952	26.8	3547	3.7	3855	4.0	2452	2.5	978	1.0	809	0.8	402	0.4	858	0.9	447	0.5

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TABLE I-7

COMMERCE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	9337	1288	13.8	958	10.3	384	4.1	256	2.7	110	1.2	34	0.4	240	2.6	35	0.4	9	0.10	5	0.05
1983	9566	1414	14.8	1056	11.0	411	4.3	274	2.9	119	1.2	38	0.4	264	2.8	42	0.4	13	0.14	4	0.04
1984	9876	1574	15.9	1187	12.0	417	4.2	282	2.9	137	1.4	42	0.4	296	3.0	58	0.6	13	0.13	5	0.05
ADMINISTRATIVE																					
1982	5226	1876	35.9	1377	26.3	343	6.6	411	7.9	90	1.7	52	1.0	38	0.7	31	0.6	13	0.25	5	0.10
1983	4966	1732	34.9	1295	26.1	319	6.4	355	7.1	80	1.6	42	0.8	43	0.9	36	0.7	12	0.24	4	0.08
1984	5418	2023	37.3	1496	27.6	341	6.3	428	7.9	86	1.6	50	0.9	53	1.0	42	0.8	14	0.26	7	0.13
TECHNICAL																					
1982	6146	1934	31.5	1233	20.1	412	6.7	651	10.6	111	1.8	30	0.5	80	1.3	14	0.2	29	0.47	6	0.10
1983	6416	2222	34.6	1418	22.1	425	6.6	743	11.6	120	1.9	36	0.6	80	1.2	16	0.2	24	0.37	9	0.14
1984	6235	2234	35.8	1421	22.8	395	6.3	749	12.0	112	1.8	39	0.6	79	1.3	18	0.3	23	0.37	7	0.11
CLERICAL																					
1982	7164	6456	90.1	4571	63.8	285	4.0	1722	24.0	14	0.2	110	1.5	5	0.1	36	0.5	1	0.01	17	0.24
1983	6873	6263	91.1	4393	63.9	255	3.7	1719	25.0	13	0.2	95	1.4	5	0.1	38	0.6	1	0.01	18	0.26
1984	6737	6147	91.2	4255	63.2	255	3.8	1743	25.9	10	0.1	92	1.4	6	0.1	44	0.7	0	0.00	13	0.19
OTHER																					
1982	235	66	28.1	44	18.7	25	10.6	13	5.5	12	5.1	6	2.6	3	1.3	2	0.9	0	0.00	1	0.43
1983	313	78	24.9	55	17.6	26	8.3	18	5.8	11	3.5	4	1.3	11	3.5	1	0.3	1	0.32	0	0.00
1984	261	76	29.1	45	17.2	28	10.7	23	8.8	9	3.4	5	1.9	5	1.9	3	1.1	0	0.00	0	0.00
TOTAL WHITE COLLAR																					
1982	28108	11620	41.3	8183	29.1	1449	5.2	3053	10.9	337	1.2	232	0.8	366	1.3	118	0.4	52	0.19	34	0.12
1983	28134	11709	41.6	8217	29.2	1436	5.1	3109	11.1	343	1.2	215	0.8	403	1.4	133	0.5	51	0.18	35	0.12
1984	28527	12054	42.3	8404	29.5	1436	5.0	3225	11.3	354	1.2	228	0.8	439	1.5	165	0.6	50	0.18	32	0.11
TOTAL BLUE COLLAR																					
1982	1383	113	8.2	54	3.9	328	23.7	58	4.2	27	2.0	0	0.0	48	3.5	0	0.0	31	2.24	1	0.07
1983	1312	99	7.5	49	3.7	311	23.7	49	3.7	25	1.9	0	0.0	56	4.3	0	0.0	32	2.44	1	0.08
1984	1265	97	7.7	55	4.3	279	22.1	42	3.3	29	2.3	0	0.0	54	4.3	0	0.0	11	0.87	0	0.00
TOTAL AGENCY																					
1982	29491	11733	39.8	8237	27.9	1777	6.0	3111	10.5	364	1.2	232	0.8	414	1.4	118	0.4	83	0.28	35	0.12
1983	29446	11808	40.1	8266	28.1	1747	5.9	3158	10.7	368	1.2	215	0.7	459	1.6	133	0.5	83	0.28	36	0.12
1984	29792	12151	40.8	8459	28.4	1715	5.8	3267	11.0	383	1.3	228	0.8	493	1.7	165	0.6	61	0.20	32	0.11

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TABLE I-7

DEFENSE SUMMARY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	105845	13503	12.8	10935	10.3	2914	2.8	1507	1.4	2138	2.0	374	0.4	4001	3.8	642	0.6	290	0.27	45	0.04
1983	111097	14545	13.1	11630	10.5	3127	2.8	1673	1.5	2343	2.1	414	0.4	4598	4.1	780	0.7	304	0.27	48	0.04
1984	114743	15980	13.9	12685	11.1	3270	2.8	1863	1.6	2406	2.1	481	0.4	4987	4.3	895	0.8	318	0.28	56	0.05
ADMINISTRATIVE																					
1982	162771	49149	30.2	39781	24.4	6569	4.0	6678	4.1	3551	2.2	1416	0.9	2198	1.4	982	0.6	626	0.38	292	0.18
1983	165804	51289	30.9	41297	24.9	6984	4.2	7017	4.2	3781	2.3	1561	0.9	2369	1.4	1096	0.7	711	0.43	318	0.19
1984	180002	58426	32.5	46719	26.0	8118	4.5	8141	4.5	4194	2.3	1893	1.1	2497	1.4	1266	0.7	817	0.45	407	0.23
TECHNICAL																					
1982	123811	48200	38.9	36226	29.3	6438	5.2	8505	6.9	3917	3.2	1755	1.4	1969	1.6	1400	1.1	441	0.36	314	0.25
1983	128580	52171	40.6	38818	30.2	6740	0.0	9401	7.3	4058	3.2	2000	1.6	2102	1.6	1593	1.2	493	0.38	359	0.28
1984	127150	53095	41.8	39203	30.8	6699	5.3	9632	7.6	4009	3.2	2174	1.7	2179	1.7	1706	1.3	473	0.37	380	0.30
CLERICAL																					
1982	168059	144027	85.7	111148	66.1	5052	3.0	21846	13.0	2038	1.2	6270	3.7	977	0.6	3870	2.3	135	0.08	893	0.53
1983	167246	143059	85.5	109125	65.2	5200	3.1	22470	13.4	2025	1.2	6393	3.8	1051	0.6	4071	2.4	147	0.09	1000	0.60
1984	165207	140661	85.1	105829	64.1	5386	3.3	23230	14.1	2027	1.2	6433	3.9	1136	0.7	4106	2.5	195	0.12	1063	0.64
OTHER																					
1982	18336	905	4.9	590	3.2	2224	12.1	226	1.2	1076	5.9	48	0.3	413	2.3	30	0.2	109	0.59	11	0.06
1983	18392	899	4.9	609	3.3	2199	12.0	201	1.1	1119	6.1	52	0.3	431	2.3	33	0.2	129	0.70	4	0.02
1984	18579	884	4.8	606	3.3	2292	12.3	188	1.0	1125	6.1	39	0.2	465	2.5	45	0.2	141	0.76	6	0.03
TOTAL WHITE COLLAR																					
1982	578822	255784	44.2	198680	34.3	23197	4.0	38762	6.7	12720	2.2	9863	1.7	9558	1.7	6924	1.2	1601	0.28	1555	0.27
1983	591119	261963	44.3	201479	34.1	24250	4.1	40762	6.9	13326	2.3	10420	1.8	10551	1.8	7573	1.3	1784	0.30	1729	0.29
1984	605681	269046	44.4	205042	33.9	25765	4.3	43054	7.1	13761	2.3	11020	1.8	11264	1.9	8018	1.3	1944	0.32	1912	0.32
TOTAL BLUE COLLAR																					
1982	298711	19255	6.4	11156	3.7	41925	14.0	6189	2.1	21174	7.1	1112	0.4	12092	4.0	645	0.2	1917	0.64	153	0.05
1983	296836	19977	6.7	11721	3.9	40386	13.6	6153	2.1	21199	7.1	1261	0.4	12370	4.2	657	0.2	2041	0.69	185	0.06
1984	294043	20519	7.0	12096	4.1	39552	13.5	6149	2.1	21004	7.1	1330	0.5	12589	4.3	721	0.2	2155	0.73	223	0.08
TOTAL AGENCY																					
1982	877533	275039	31.3	209836	23.9	65122	7.4	44951	5.1	33894	3.9	10975	1.3	21650	2.5	7569	0.9	3518	0.40	1708	0.19
1983	887955	281940	31.8	213200	24.0	64636	7.3	46915	5.3	34525	3.9	11681	1.3	22921	2.6	8230	0.9	3825	0.43	1914	0.22
1984	899724	289565	32.2	217138	24.1	65317	7.3	49203	5.5	34765	3.9	12350	1.4	23853	2.7	8739	1.0	4099	0.46	2135	0.24

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TABLE I-7

AIR FORCE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	17315	1943	11.2	1610	9.3	403	2.3	186	1.1	473	2.7	75	0.4	451	2.6	57	0.3	69	0.40	15	0.09
1983	18031	2038	11.3	1689	9.4	427	2.4	187	1.0	500	2.8	80	0.4	512	2.8	67	0.4	72	0.40	15	0.08
1984	18158	2173	12.0	1806	9.9	424	2.3	195	1.1	489	2.7	91	0.5	519	2.9	69	0.4	75	0.41	12	0.07
ADMINISTRATIVE																					
1982	41994	11808	28.1	9904	23.6	1316	3.1	995	2.4	1628	3.9	624	1.5	470	1.1	178	0.4	200	0.48	107	0.25
1983	42338	12083	28.5	10040	23.7	1411	3.3	1066	2.5	1757	4.1	692	1.6	485	1.1	176	0.4	216	0.51	109	0.26
1984	45328	13737	30.3	11275	24.9	1606	3.5	1289	2.8	1897	4.2	838	1.8	502	1.1	207	0.5	250	0.55	128	0.28
TECHNICAL																					
1982	30008	11595	38.6	9208	30.7	1181	3.9	1339	4.5	1767	5.9	742	2.5	317	1.1	205	0.7	132	0.44	101	0.34
1983	31039	12623	40.7	9963	32.1	1228	4.0	1453	4.7	1787	5.8	868	2.8	311	1.0	236	0.8	138	0.44	103	0.33
1984	30338	12879	42.5	10082	33.2	1219	4.0	1480	4.9	1769	5.8	947	3.1	296	1.0	258	0.9	127	0.42	112	0.37
CLERICAL																					
1982	43900	38713	88.2	30394	69.2	783	1.8	4071	9.3	773	1.8	2996	6.8	140	0.3	914	2.1	26	0.06	338	0.77
1983	43442	38316	88.2	29869	68.8	815	1.9	4142	9.5	769	1.8	2984	6.9	129	0.3	969	2.2	31	0.07	352	0.81
1984	42388	37486	88.4	28949	68.3	823	1.9	4304	10.2	744	1.8	2935	6.9	120	0.3	958	2.3	36	0.08	340	0.80
OTHER																					
1982	4404	242	5.5	178	4.0	420	9.5	38	0.9	304	6.9	16	0.4	50	1.1	5	0.1	24	0.54	5	0.11
1983	4254	185	4.3	134	3.1	389	9.1	29	0.7	298	7.0	15	0.4	45	1.1	7	0.2	24	0.56	0	0.00
1984	4049	189	4.7	147	3.6	370	9.1	24	0.6	289	7.1	8	0.2	45	1.1	8	0.2	27	0.67	2	0.05
TOTAL WHITE COLLAR																					
1982	137621	64301	46.7	51294	37.3	4103	3.0	6629	4.8	4945	3.6	4453	3.2	1428	1.0	1359	1.0	451	0.33	566	0.41
1983	139104	65245	46.9	51695	37.2	4270	3.1	6877	4.9	5111	3.7	4639	3.3	1482	1.1	1455	1.0	481	0.35	579	0.42
1984	140261	66464	47.4	52259	37.3	4442	3.2	7292	5.2	5188	3.7	4819	3.4	1482	1.1	1500	1.1	515	0.37	594	0.42
TOTAL BLUE COLLAR																					
1982	81158	5579	6.9	3793	4.7	7265	9.0	1073	1.3	9740	12.0	571	0.7	1557	1.9	90	0.1	606	0.75	52	0.06
1983	81643	5987	7.3	4025	4.9	7291	8.9	1117	1.4	9715	11.9	684	0.8	1584	1.9	98	0.1	642	0.79	63	0.08
1984	81805	6394	7.8	4318	5.3	7285	8.9	1154	1.4	9513	11.6	743	0.9	1593	1.9	105	0.1	667	0.82	74	0.09
TOTAL AGENCY																					
1982	218779	69880	31.9	55087	25.2	11368	5.2	7702	3.5	14685	6.7	5024	2.3	2985	1.4	1449	0.7	1057	0.48	618	0.28
1983	220747	71232	32.3	55720	25.2	11561	5.2	7994	3.6	14826	6.7	5323	2.4	3066	1.4	1553	0.7	1123	0.51	642	0.29
1984	222066	72858	32.8	56577	25.5	11727	5.3	8446	3.8	14701	6.6	5562	2.5	3075	1.4	1605	0.7	1182	0.53	668	0.30

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TABLE I-7

ARMY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	40187	6118	15.2	4888	12.2	1111	2.8	717	1.8	944	2.3	204	0.5	1262	3.1	292	0.7	120	0.30	17	0.04
1983	41741	6657	15.9	5264	12.6	1205	2.9	830	2.0	1021	2.4	219	0.5	1398	3.3	326	0.8	127	0.30	18	0.04
1984	43323	7329	16.9	5753	13.3	1270	2.9	937	2.2	999	2.3	253	0.6	1536	3.5	358	0.8	127	0.29	28	0.06
ADMINISTRATIVE																					
1982	57358	18461	32.2	14850	25.9	2258	3.9	2451	4.3	948	1.7	408	0.7	783	1.4	355	0.6	236	0.41	97	0.17
1983	59119	18461	31.2	14850	25.1	2494	4.2	2643	4.5	1016	1.7	442	0.7	865	1.5	417	0.7	286	0.48	109	0.18
1984	66214	21521	32.5	17218	26.0	3036	4.6	3129	4.7	1190	1.8	556	0.8	929	1.4	462	0.7	338	0.51	156	0.24
TECHNICAL																					
1982	48785	19270	39.5	14484	29.7	2510	5.1	3525	7.2	1446	3.0	591	1.2	530	1.1	537	1.1	198	0.41	133	0.27
1983	50700	20913	41.2	15589	30.7	2628	5.2	3916	7.7	1495	2.9	661	1.3	586	1.2	587	1.2	211	0.42	160	0.32
1984	49185	21173	43.0	15703	31.9	2574	5.2	3926	8.0	1455	3.0	730	1.5	595	1.2	642	1.3	214	0.44	172	0.35
CLERICAL																					
1982	67956	56677	83.4	44405	65.3	2247	3.3	8711	12.8	976	1.4	1974	2.9	277	0.4	1243	1.8	82	0.12	344	0.51
1983	68020	56685	83.3	43764	64.3	2399	3.5	9182	13.5	965	1.4	2039	3.0	290	0.4	1302	1.9	82	0.12	398	0.59
1984	67394	55796	82.8	42652	63.3	2424	3.6	9339	13.9	1007	1.5	2068	3.1	305	0.5	1300	1.9	98	0.15	437	0.65
OTHER																					
1982	5742	167	2.9	121	2.1	703	12.2	34	0.6	400	7.0	7	0.1	38	0.7	3	0.1	33	0.57	2	0.03
1983	5934	228	3.8	168	2.8	709	11.9	46	0.8	432	7.3	9	0.2	38	0.6	5	0.1	50	0.84	0	0.00
1984	6047	237	3.9	175	2.9	750	12.4	49	0.8	441	7.3	4	0.1	40	0.7	7	0.1	43	0.71	2	0.03
TOTAL WHITE COLLAR																					
1982	220028	100693	45.8	78748	35.8	8829	4.0	15438	7.0	4714	2.1	3184	1.4	2890	1.3	2430	1.1	669	0.30	593	0.27
1983	225514	102944	45.6	79635	35.3	9435	4.2	16617	7.4	4929	2.2	3370	1.5	3177	1.4	2637	1.2	756	0.34	685	0.30
1984	232163	106056	45.7	81501	35.1	10054	4.3	17380	7.5	5092	2.2	3611	1.6	3405	1.5	2769	1.2	820	0.35	795	0.34
TOTAL BLUE COLLAR																					
1982	85742	5376	6.3	3235	3.8	10653	12.4	1610	1.9	5838	6.8	276	0.3	1429	1.7	198	0.2	757	0.88	57	0.07
1983	85312	5717	6.7	3475	4.1	10344	12.1	1643	1.9	6015	7.1	317	0.4	1465	1.7	206	0.2	787	0.92	76	0.09
1984	84638	5790	6.8	3515	4.2	10127	12.0	1655	2.0	6118	7.2	318	0.4	1460	1.7	208	0.2	838	0.99	94	0.11
TOTAL AGENCY																					
1982	305770	106069	34.7	81983	26.8	19482	6.4	17048	5.6	10552	3.5	3460	1.1	4319	1.4	2628	0.9	1426	0.47	650	0.21
1983	310826	108661	35.0	83110	26.7	19779	6.4	18260	5.9	10944	3.5	3687	1.2	4642	1.5	2843	0.9	1543	0.50	761	0.24
1984	316801	111846	35.3	85016	26.8	20181	6.4	19035	6.0	11210	3.5	3929	1.2	4865	1.5	2977	0.9	1658	0.52	889	0.28

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NAVY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	37307	3448	9.2	2812	7.5	908	2.4	335	0.9	503	1.3	54	0.1	2078	5.6	239	0.6	76	0.20	8	0.02
1983	40130	4058	10.1	3259	8.1	992	2.5	395	1.0	605	1.5	77	0.2	2457	6.1	315	0.8	81	0.20	12	0.03
1984	41244	4397	10.7	3506	8.5	1046	2.5	417	1.0	680	1.6	91	0.2	2657	6.4	369	0.9	89	0.22	14	0.03
ADMINISTRATIVE																					
1982	38249	13312	34.8	10910	28.5	1513	4.0	1714	4.5	529	1.4	264	0.7	757	2.0	377	1.0	87	0.23	47	0.12
1983	38998	13826	35.5	11306	29.0	1566	4.0	1758	4.5	538	1.4	286	0.7	815	2.1	422	1.1	96	0.25	54	0.14
1984	41257	15209	36.9	12362	30.0	1764	4.3	1969	4.8	583	1.4	333	0.8	837	2.0	487	1.2	107	0.26	58	0.14
TECHNICAL																					
1982	38696	13948	36.0	10264	26.5	2104	5.4	2671	6.9	660	1.7	342	0.9	1086	2.8	620	1.6	98	0.25	51	0.13
1983	40327	14998	37.2	10862	26.9	2211	5.5	2967	7.4	687	1.7	388	1.0	1165	2.9	721	1.8	127	0.31	60	0.15
1984	41262	15456	37.5	11094	26.9	2265	5.5	3120	7.6	699	1.7	417	1.0	1253	3.0	761	1.8	117	0.28	64	0.16
CLERICAL																					
1982	41666	35942	86.3	27159	65.2	1371	3.3	6130	14.7	235	0.6	946	2.3	537	1.3	1561	3.7	24	0.06	146	0.35
1983	41511	35573	85.7	26556	64.0	1382	3.3	6185	14.9	236	0.6	1004	2.4	611	1.5	1645	4.0	28	0.07	183	0.44
1984	40865	34772	85.1	25444	62.3	1467	3.6	6400	15.7	220	0.5	1047	2.6	681	1.7	1674	4.1	45	0.11	207	0.51
OTHER																					
1982	7635	434	5.7	253	3.3	939	12.3	132	1.7	360	4.7	25	0.3	324	4.2	20	0.3	48	0.63	6	0.08
1983	7554	393	5.2	255	3.4	942	12.5	92	1.2	375	5.0	24	0.3	342	4.5	18	0.2	50	0.66	4	0.05
1984	7906	397	5.0	252	3.2	1006	12.7	92	1.2	387	4.9	25	0.3	377	4.8	26	0.3	68	0.86	2	0.03
TOTAL WHITE COLLAR																					
1982	163553	67084	41.0	51398	31.4	6835	4.2	10982	6.7	2287	1.4	1631	1.0	4782	2.9	2817	1.7	333	0.20	258	0.16
1983	168520	68848	40.9	52238	31.0	7093	4.2	11397	6.8	2441	1.4	1779	1.1	5390	3.2	3121	1.9	382	0.23	313	0.19
1984	172534	70231	40.7	52658	30.5	7548	4.4	11998	7.0	2569	1.5	1913	1.1	5805	3.4	3317	1.9	426	0.25	345	0.20
TOTAL BLUE COLLAR																					
1982	121528	6256	5.1	3489	2.9	20955	17.2	2178	1.8	5080	4.2	210	0.2	9034	7.4	344	0.3	513	0.42	35	0.03
1983	119836	6247	5.2	3858	3.2	19817	16.5	2081	1.7	4945	4.1	204	0.2	9247	7.7	338	0.3	563	0.47	39	0.03
1984	117540	6329	5.4	3620	3.1	19224	16.4	2059	1.8	4833	4.1	210	0.2	9449	8.0	393	0.3	597	0.51	47	0.04
TOTAL AGENCY																					
1982	285081	73340	25.7	54887	19.3	27790	9.7	13160	4.6	7367	2.6	1841	0.6	13816	4.8	3161	1.1	846	0.30	293	0.10
1983	288356	75095	26.0	56096	19.5	26910	9.3	13478	4.7	7386	2.6	1983	0.7	14637	5.1	3459	1.2	945	0.33	352	0.12
1984	290074	76560	26.4	56278	19.4	26772	9.2	14057	4.8	7402	2.6	2123	0.7	15254	5.3	3710	1.3	1023	0.35	392	0.14

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TABLE I-7

DEFENSE LOGISTICS AGENCY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	1613	152	9.4	107	6.6	75	4.6	34	2.1	27	1.7	6	0.4	40	2.5	3	0.2	7	0.43	2	0.12
1983	1687	168	10.0	125	7.4	76	4.5	37	2.2	24	1.4	3	0.2	46	2.7	3	0.2	7	0.41	0	0.00
1984	1860	211	11.3	150	8.1	82	4.4	50	2.7	29	1.6	3	0.2	58	3.1	8	0.4	8	0.43	0	0.00
ADMINISTRATIVE																					
1982	19144	5329	27.8	3816	19.9	1240	6.5	1338	7.0	377	2.0	83	0.4	145	0.8	53	0.3	97	0.51	39	0.20
1983	18894	5364	28.3	3821	20.2	1254	6.6	1347	7.1	391	2.1	93	0.5	157	0.8	60	0.3	104	0.55	43	0.23
1984	20181	6056	30.0	4328	21.4	1414	7.0	1473	7.3	435	2.2	113	0.6	185	0.9	81	0.4	112	0.55	61	0.30
TECHNICAL																					
1982	4298	2351	54.6	1533	35.7	442	10.3	717	16.7	61	1.4	50	1.2	24	0.6	28	0.7	10	0.23	23	0.54
1983	4383	2482	56.6	1602	36.6	486	11.1	763	17.4	54	1.2	54	1.2	25	0.6	35	0.8	13	0.30	28	0.64
1984	4356	2482	56.9	1574	36.1	460	10.6	794	18.2	50	1.1	54	1.2	23	0.5	33	0.8	12	0.28	27	0.62
CLERICAL																					
1982	11015	9453	85.8	6586	59.8	556	5.0	2412	21.9	54	0.5	286	2.6	20	0.2	114	1.0	2	0.02	55	0.50
1983	10622	9130	85.9	6283	59.2	506	4.8	2388	22.5	48	0.5	289	2.7	20	0.2	116	1.1	3	0.03	54	0.51
1984	10916	9265	84.8	6186	56.7	567	5.2	2589	23.7	48	0.4	298	2.7	24	0.2	126	1.2	12	0.11	66	0.60
OTHER																					
1982	400	55	13.7	33	8.3	105	26.3	20	5.0	7	1.8	0	0.0	0	0.0	2	0.5	4	1.00	0	0.00
1983	485	84	17.3	45	9.3	100	20.6	32	6.6	7	1.4	4	0.8	5	1.0	3	0.6	5	1.03	0	0.00
1984	403	50	12.4	21	5.2	106	26.3	23	5.7	6	1.5	2	0.5	3	0.7	4	1.0	3	0.74	0	0.00
TOTAL WHITE COLLAR																					
1982	36470	17340	47.5	12075	33.1	2418	6.6	4521	12.4	526	1.4	425	1.2	229	0.6	200	0.5	120	0.33	119	0.33
1983	36071	17228	47.7	11876	32.9	2422	6.7	4567	12.7	524	1.5	443	1.2	253	0.7	217	0.6	132	0.37	125	0.35
1984	37716	18064	47.8	12259	32.5	2629	7.0	4929	13.1	568	1.5	470	1.2	293	0.8	252	0.7	147	0.39	154	0.41
TOTAL BLUE COLLAR																					
1982	9093	1933	21.2	557	6.1	2746	30.2	1303	14.3	475	5.2	52	0.6	71	0.8	12	0.1	39	0.43	9	0.10
1983	8935	1923	21.5	565	6.3	2650	29.7	1286	14.4	484	5.4	52	0.6	72	0.8	13	0.1	46	0.51	7	0.08
1984	8893	1872	21.0	551	6.2	2622	29.5	1244	14.0	504	5.7	55	0.6	82	0.9	14	0.2	48	0.54	8	0.09
TOTAL AGENCY																					
1982	45563	19273	42.2	12632	27.7	5164	11.3	5824	12.7	1001	2.2	477	1.0	300	0.7	212	0.5	159	0.35	128	0.28
1983	45006	19151	42.5	12441	27.6	5072	11.2	5853	13.0	1008	2.2	495	1.1	325	0.7	230	0.5	178	0.40	132	0.29
1984	46609	19936	42.7	12810	27.4	5251	11.2	6173	13.2	1072	2.3	525	1.1	375	0.8	266	0.6	195	0.42	162	0.35

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TABLE I-7

EDUCATION

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	1459	505	34.6	329	22.5	118	8.1	159	10.9	31	2.1	10	0.7	15	1.0	6	0.4	6	0.4	1	0.1
1983	1312	451	34.4	320	24.4	89	6.8	122	9.3	26	2.0	4	0.3	12	0.9	5	0.4	4	0.3	0	0.0
1984	1228	432	35.2	291	23.7	93	7.6	129	10.5	26	2.1	5	0.4	14	1.1	6	0.5	5	0.4	1	0.1
ADMINISTRATIVE																					
1982	1992	955	47.9	535	26.9	213	10.7	369	18.5	43	2.2	37	1.9	18	0.9	12	0.6	2	0.1	2	0.1
1983	1815	857	47.2	479	26.4	188	10.4	327	18.0	43	2.4	38	2.1	19	1.0	12	0.7	3	0.2	1	0.1
1984	1956	943	48.2	518	26.5	217	11.1	374	19.1	45	2.3	38	1.9	22	1.1	11	0.6	5	0.3	2	0.1
TECHNICAL																					
1982	471	394	83.7	150	31.8	40	8.5	232	49.3	2	0.4	8	1.7	2	0.4	2	0.4	1	0.2	2	0.4
1983	493	401	81.3	160	32.5	40	8.1	232	47.1	2	0.4	5	1.0	3	0.6	1	0.2	1	0.2	3	0.6
1984	423	337	79.7	125	29.6	38	9.0	208	49.2	2	0.5	2	0.5	3	0.7	0	0.0	1	0.2	2	0.5
CLERICAL																					
1982	1041	925	88.9	321	30.8	66	6.3	575	55.2	2	0.2	18	1.7	1	0.1	8	0.8	0	0.0	3	0.3
1983	947	850	89.8	335	35.4	54	5.7	492	52.0	2	0.2	14	1.5	1	0.1	6	0.6	0	0.0	3	0.3
1984	912	831	91.1	335	36.7	39	4.3	469	51.4	1	0.1	14	1.5	0	0.0	9	1.0	0	0.0	4	0.4
OTHER																					
1982	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1983	32	6	18.8	5	15.6	5	15.6	1	3.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1984	10	5	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL WHITE COLLAR																					
1982	4963	2779	56.0	1335	26.9	437	8.8	1335	26.9	78	1.6	73	1.5	36	0.7	28	0.6	9	0.2	8	0.2
1983	4599	2565	55.8	1299	28.2	376	8.2	1174	25.5	73	1.6	61	1.3	35	0.8	24	0.5	8	0.2	7	0.2
1984	4529	2548	56.3	1269	28.0	387	8.5	1180	26.1	74	1.6	59	1.3	39	0.9	26	0.6	11	0.2	9	0.2
TOTAL BLUE COLLAR																					
1982	22	1	4.5	0	0.0	15	68.2	1	4.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1983	21	1	4.8	0	0.0	15	71.4	1	4.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1984	19	1	5.3	0	0.0	13	68.4	1	5.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL AGENCY																					
1982	4985	2780	55.8	1335	26.8	452	9.1	1336	26.8	78	1.6	73	1.5	36	0.7	28	0.6	9	0.2	8	0.2
1983	4620	2566	55.5	1299	28.1	391	8.5	1175	25.4	73	1.6	61	1.3	35	0.8	24	0.5	8	0.2	7	0.2
1984	4548	2549	56.0	1269	27.9	400	8.8	1181	26.0	74	1.6	59	1.3	39	0.9	26	0.6	11	0.2	9	0.2

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TABLE I-7

ENERGY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	5754	595	10.3	498	8.7	155	2.7	63	1.1	99	1.7	7	0.1	128	2.2	25	0.4	17	0.3	2	0.03
1983	5423	571	10.5	488	9.0	143	2.6	49	0.9	89	1.6	6	0.1	129	2.4	24	0.4	17	0.3	4	0.1
1984	5390	628	11.7	537	10.0	133	2.5	52	1.0	100	1.9	8	0.1	150	2.8	26	0.5	19	0.4	5	0.1
ADMINISTRATIVE																					
1982	4695	1413	30.1	1132	24.1	193	4.1	206	4.4	92	2.0	44	0.9	36	0.8	24	0.5	14	0.3	7	0.1
1983	4413	1334	30.2	1059	24.0	186	4.2	198	4.5	83	1.9	46	1.0	40	0.9	25	0.6	18	0.4	6	0.1
1984	4703	1524	32.4	1210	25.7	183	3.9	225	4.8	86	1.8	54	1.1	34	0.7	28	0.6	15	0.3	7	0.1
TECHNICAL																					
1982	1769	873	49.3	649	36.7	81	4.6	158	8.9	31	1.8	48	2.7	13	0.7	10	0.6	12	0.7	8	0.5
1983	1713	901	52.6	665	38.8	71	4.1	171	10.0	29	1.7	46	2.7	10	0.6	9	0.5	13	0.8	10	0.6
1984	1552	848	54.6	637	41.0	62	4.0	149	9.6	26	1.7	45	2.9	11	0.7	7	0.5	13	0.8	10	0.6
CLERICAL																					
1982	3015	2807	93.1	2019	67.0	70	2.3	633	21.0	17	0.6	107	3.5	2	0.1	29	1.0	3	0.1	19	0.6
1983	2812	2627	93.4	1885	67.0	64	2.3	589	20.9	16	0.6	101	3.6	2	0.1	32	1.1	3	0.1	20	0.7
1984	2667	2483	93.1	1785	66.9	57	2.1	531	19.9	14	0.5	114	4.3	3	0.1	34	1.3	3	0.1	19	0.7
OTHER																					
1982	445	15	3.4	13	2.9	13	2.9	2	0.4	114	25.6	0	0.0	2	0.4	0	0.0	16	3.6	0	0.0
1983	430	29	6.7	22	5.1	18	4.2	6	1.4	101	23.5	1	0.2	2	0.5	0	0.0	14	3.3	0	0.0
1984	368	16	4.3	13	3.5	13	3.5	3	0.8	102	27.7	0	0.0	2	0.5	0	0.0	13	3.5	0	0.0
TOTAL WHITE COLLAR																					
1982	15678	5703	36.4	4311	27.5	512	3.3	1062	6.8	353	2.3	206	1.3	181	1.2	88	0.6	62	0.4	36	0.2
1983	14791	5462	36.9	4119	27.8	482	3.3	1013	6.8	318	2.1	200	1.4	183	1.2	90	0.6	65	0.4	40	0.3
1984	14680	5499	37.5	4182	28.5	448	3.1	960	6.5	328	2.2	221	1.5	200	1.4	95	0.6	63	0.4	41	0.3
TOTAL BLUE COLLAR																					
1982	1107	24	2.2	18	1.6	55	5.0	5	0.5	42	3.8	1	0.1	3	0.3	0	0.0	35	3.2	0	0.0
1983	1468	28	1.9	23	1.6	68	4.6	5	0.3	39	2.7	0	0.0	5	0.3	0	0.0	44	3.0	0	0.0
1984	1475	29	2.0	23	1.6	73	4.9	6	0.4	36	2.4	0	0.0	5	0.3	0	0.0	42	2.8	0	0.0
TOTAL AGENCY																					
1982	16785	5727	34.1	4329	25.8	567	3.4	1067	6.4	395	2.4	207	1.2	184	1.1	88	0.5	97	0.6	36	0.2
1983	16259	5490	33.8	4142	25.5	550	3.4	1018	6.3	357	2.2	200	1.2	188	1.2	90	0.6	109	0.7	40	0.2
1984	16155	5528	34.2	4205	26.0	521	3.2	966	6.0	364	2.3	221	1.4	205	1.3	95	0.6	105	0.6	41	0.3

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ENVIRONMENTAL PROTECTION AGENCY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	4748	716	15.1	623	13.1	155	3.3	54	1.1	61	1.3	14	0.3	126	2.7	24	0.5	5	0.11	1	0.02
1983	4637	718	15.5	624	13.5	152	3.3	57	1.2	63	1.4	11	0.2	122	2.6	26	0.6	4	0.09	0	0.00
1984	5257	954	18.1	818	15.6	170	3.2	74	1.4	85	1.6	22	0.4	148	2.8	39	0.7	3	0.06	1	0.02
ADMINISTRATIVE																					
1982	2688	1121	41.7	874	32.5	105	3.9	204	7.6	28	1.0	11	0.4	19	0.7	28	1.0	3	0.11	4	0.15
1983	2689	1145	42.6	884	32.9	107	4.0	218	8.1	24	0.9	12	0.4	21	0.8	27	1.0	3	0.11	4	0.15
1984	2939	1309	44.5	1015	34.5	122	4.2	248	8.4	28	1.0	16	0.5	21	0.7	26	0.9	4	0.14	4	0.14
TECHNICAL																					
1982	927	584	63.0	391	42.2	47	5.1	177	19.1	5	0.5	7	0.8	1	0.1	9	1.0	0	0.00	0	0.00
1983	863	546	63.3	340	39.4	49	5.7	191	22.1	6	0.7	7	0.8	4	0.5	8	0.9	0	0.00	0	0.00
1984	915	581	63.5	367	40.1	48	5.2	196	21.4	7	0.8	7	0.8	4	0.4	10	1.1	1	0.11	1	0.11
CLERICAL																					
1982	1942	1803	92.8	1020	52.5	61	3.1	722	37.2	7	0.4	39	2.0	6	0.3	17	0.9	0	0.00	5	0.26
1983	1819	1669	91.8	948	52.1	54	3.0	689	37.9	6	0.3	37	2.0	4	0.2	19	1.0	1	0.05	6	0.33
1984	2002	1880	93.9	992	49.6	52	2.6	816	40.8	5	0.2	50	2.5	7	0.3	15	0.7	1	0.05	7	0.35
OTHER																					
1982	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
1983	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
1984	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
TOTAL WHITE COLLAR																					
1982	10305	4224	41.0	2908	28.2	368	3.6	1157	11.2	101	1.0	71	0.7	152	1.5	78	0.8	8	0.08	10	0.10
1983	10008	4078	40.7	2796	27.9	362	3.6	1155	11.5	99	1.0	67	0.7	151	1.5	80	0.8	8	0.08	10	0.10
1984	11113	4724	42.5	3192	28.7	392	3.5	1334	12.0	125	1.1	95	0.9	180	1.6	90	0.8	9	0.08	13	0.12
TOTAL BLUE COLLAR																					
1982	85	6	7.1	5	5.9	26	30.6	1	1.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
1983	74	6	8.1	5	6.8	24	32.4	1	1.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
1984	74	7	9.5	6	8.1	22	29.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00	0	0.00
TOTAL AGENCY																					
1982	10390	4230	40.7	2913	28.0	394	3.8	1158	11.1	101	1.0	71	0.7	152	1.5	78	0.8	8	0.08	10	0.10
1983	10082	4084	40.5	2801	27.8	386	3.8	1156	11.5	99	1.0	67	0.7	151	1.5	80	0.8	8	0.08	10	0.10
1984	11187	4731	42.3	3198	28.6	414	3.7	1334	11.9	125	1.1	95	0.8	180	1.6	90	0.8	9	0.08	13	0.12

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TABLE I-7

GENERAL SERVICES ADMINISTRATION

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	1624	266	16.4	195	12.0	93	5.7	54	3.3	19	1.2	5	0.3	65	4.0	10	0.6	7	0.4	2	0.1
1983	1606	271	16.9	199	12.4	86	5.4	54	3.4	18	1.1	5	0.3	66	4.1	11	0.7	7	0.4	2	0.1
1984	1629	282	17.3	212	13.0	85	5.2	52	3.2	13	0.8	5	0.3	72	4.4	10	0.6	7	0.4	3	0.2
ADMINISTRATIVE																					
1982	6197	2132	34.4	1456	23.5	460	7.4	562	9.1	105	1.7	49	0.8	42	0.7	54	0.9	18	0.3	11	0.2
1983	6088	2136	35.1	1445	23.7	453	7.4	580	9.5	109	1.8	47	0.8	43	0.7	53	0.9	20	0.3	11	0.2
1984	6655	2514	37.8	1674	25.2	491	7.4	708	10.6	110	1.7	64	1.0	39	0.6	56	0.8	20	0.3	12	0.2
TECHNICAL																					
1982	2708	1558	57.5	909	33.6	278	10.3	575	21.2	31	1.1	40	1.5	23	0.8	23	0.8	7	0.3	11	0.4
1983	2767	1610	58.2	931	33.6	292	10.6	598	21.6	36	1.3	43	1.6	25	0.9	28	1.0	7	0.3	10	0.4
1984	2702	1547	57.3	887	32.8	290	10.7	580	21.5	36	1.3	33	1.2	29	1.1	33	1.2	10	0.4	14	0.5
CLERICAL																					
1982	4784	4031	84.3	2439	51.0	296	6.2	1369	28.6	39	0.8	138	2.9	14	0.3	60	1.3	1	0.02	25	0.5
1983	4671	3905	83.6	2331	49.9	292	6.3	1332	28.5	35	0.7	148	3.2	10	0.2	69	1.5	1	0.02	25	0.5
1984	4502	3734	82.9	2279	50.6	293	6.5	1248	27.7	35	0.8	129	2.9	10	0.2	52	1.2	2	0.04	26	0.6
OTHER																					
1982	2493	144	5.8	90	3.6	1051	42.2	48	1.9	71	2.8	5	0.2	14	0.6	0	0.0	11	0.4	1	0.04
1983	2289	151	6.6	89	3.9	983	42.9	52	2.3	58	2.5	8	0.3	11	0.5	2	0.1	8	0.3	0	0.0
1984	2274	159	7.0	84	3.7	959	42.2	66	2.9	55	2.4	8	0.4	13	0.6	1	0.04	9	0.4	0	0.0
TOTAL WHITE COLLAR																					
1982	17806	8131	45.7	5089	28.6	2178	12.2	2608	14.6	265	1.5	237	1.3	158	0.9	147	0.8	44	0.2	50	0.3
1983	17421	8073	46.3	4995	28.7	2106	12.1	2616	15.0	256	1.5	251	1.4	155	0.9	163	0.9	43	0.2	48	0.3
1984	17762	8236	46.4	5136	28.9	2118	11.9	2654	14.9	249	1.4	239	1.3	163	0.9	152	0.9	48	0.3	55	0.3
TOTAL BLUE COLLAR																					
1982	10386	1873	18.0	252	2.4	3261	31.4	1567	15.1	484	4.7	28	0.3	124	1.2	21	0.2	54	0.5	5	0.05
1983	9271	1705	18.4	217	2.3	2865	30.9	1432	15.4	411	4.4	29	0.3	116	1.3	21	0.2	50	0.5	6	0.1
1984	8872	1660	18.7	217	2.4	2683	30.2	1387	15.6	400	4.5	29	0.3	119	1.3	22	0.2	47	0.5	5	0.1
TOTAL AGENCY																					
1982	28192	10004	35.5	5341	18.9	5439	19.3	4175	14.8	749	2.7	265	0.9	282	1.0	168	0.6	98	0.3	55	0.2
1983	26692	9778	36.6	5212	19.5	4971	18.6	4048	15.2	667	2.5	280	1.0	271	1.0	184	0.7	93	0.3	54	0.2
1984	26634	9896	37.2	5353	20.1	4801	18.0	4041	15.2	649	2.4	268	1.0	282	1.1	174	0.7	95	0.4	60	0.2

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TABLE I-7

HEALTH AND HUMAN SERVICES

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	16167	6482	40.1	4643	28.7	743	4.6	970	6.0	252	1.6	164	1.0	295	1.8	238	1.5	103	0.6	494	3.1
1983	16395	6753	41.2	4820	29.4	743	4.5	1002	6.1	272	1.7	152	0.9	313	1.9	258	1.6	101	0.6	521	3.2
1984	16249	6901	42.5	4912	30.2	706	4.3	981	6.0	274	1.7	163	1.0	313	1.9	279	1.7	113	0.7	566	3.5
ADMINISTRATIVE																					
1982	51694	26916	52.1	18275	35.4	2317	4.5	6708	13.0	1012	2.0	1182	2.3	279	0.5	396	0.8	358	0.7	335	0.6
1983	51476	27187	52.8	18209	35.4	2334	4.5	6690	13.0	1015	2.0	1229	2.4	264	0.5	419	0.8	359	0.7	340	0.7
1984	51752	28016	54.1	18351	35.5	2367	4.6	7575	14.6	988	1.9	1235	2.4	271	0.5	419	0.8	390	0.8	436	0.8
TECHNICAL																					
1982	17835	14035	78.7	7643	42.9	1270	7.1	3832	21.5	189	1.1	609	3.4	44	0.2	126	0.7	348	2.0	1825	10.2
1983	18439	14589	79.1	7870	42.7	1308	7.1	4062	22.0	202	1.1	653	3.5	50	0.3	123	0.7	351	1.9	1881	10.2
1984	17721	14154	79.9	7531	42.5	1192	6.7	3890	22.0	201	1.1	660	3.7	47	0.3	129	0.7	340	1.9	1944	11.0
CLERICAL																					
1982	39875	36129	90.6	20679	51.9	1443	3.6	12391	31.1	220	0.6	1533	3.8	58	0.1	329	0.8	102	0.3	1197	3.0
1983	38591	34917	90.5	19571	50.7	1402	3.6	12217	31.7	200	0.5	1548	4.0	67	0.2	345	0.9	91	0.2	1236	3.2
1984	35304	31976	90.6	17790	50.4	1296	3.7	11155	31.6	190	0.5	1451	4.1	62	0.2	320	0.9	102	0.3	1260	3.6
OTHER																					
1982	550	249	45.3	124	22.5	147	26.7	92	16.7	7	1.3	24	4.4	3	0.5	5	0.9	4	0.7	4	0.7
1983	504	185	36.7	104	20.6	137	27.2	72	14.3	6	1.2	6	1.2	3	0.6	2	0.4	4	0.8	1	0.2
1984	347	112	32.3	54	15.6	113	32.6	49	14.1	3	0.9	7	2.0	1	0.3	2	0.6	11	3.2	0	0.0
TOTAL WHITE COLLAR																					
1982	126121	83811	66.5	51364	40.7	5920	4.7	23993	19.0	1680	1.3	3512	2.8	679	0.5	1094	0.9	915	0.7	3855	3.1
1983	125405	83631	66.7	50574	40.3	5924	4.7	24043	19.2	1695	1.4	3588	2.9	697	0.6	1147	0.9	906	0.7	3979	3.2
1984	121373	81159	66.9	48638	40.1	5674	4.7	23650	19.5	1656	1.4	3516	2.9	694	0.6	1149	0.9	956	0.8	4206	3.5
TOTAL BLUE COLLAR																					
1982	4525	1236	27.3	75	1.7	1485	32.8	792	17.5	32	0.7	1	0.02	8	0.2	2	0.04	707	15.6	366	8.1
1983	4533	1205	26.6	71	1.6	1481	32.7	766	16.9	33	0.7	1	0.02	9	0.2	2	0.04	744	16.4	365	8.1
1984	4385	1135	25.9	72	1.6	1362	31.1	664	15.1	30	0.7	0	0.0	9	0.2	2	0.05	831	19.0	397	9.1
TOTAL AGENCY																					
1982	130646	85047	65.1	51439	39.4	7405	5.7	24785	19.0	1712	1.3	3513	2.7	687	0.5	1096	0.8	1622	1.2	4221	3.2
1983	129938	84836	65.3	50645	39.0	7405	5.7	24809	19.1	1728	1.3	3589	2.8	706	0.5	1149	0.9	1650	1.3	4344	3.3
1984	125758	82294	65.4	48710	38.7	7036	5.6	24314	19.3	1686	1.3	3516	2.8	703	0.6	1151	0.9	1787	1.4	4603	3.7

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TABLE I-7

HOUSING AND URBAN DEVELOPMENT

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	1559	282	18.1	183	11.7	144	9.2	78	5.0	61	3.9	13	0.8	36	2.3	7	0.4	5	0.3	1	0.1
1983	1456	270	18.5	171	11.7	135	9.3	75	5.2	52	3.6	17	1.2	38	2.6	7	0.5	5	0.3	1	0.1
1984	1345	259	19.3	157	11.7	123	9.1	76	5.7	49	3.6	15	1.1	38	2.8	11	0.8	4	0.3	0	0.0
ADMINISTRATIVE																					
1982	7953	2592	32.6	1555	19.6	750	9.4	882	11.1	293	3.7	103	1.3	41	0.5	43	0.5	32	0.4	9	0.1
1983	7165	2403	33.5	1410	19.7	706	9.9	848	11.8	261	3.6	93	1.3	57	0.8	42	0.6	35	0.5	10	0.1
1984	6850	2440	35.6	1417	20.7	683	10.0	866	12.6	240	3.5	105	1.5	58	0.8	41	0.6	33	0.5	11	0.2
TECHNICAL																					
1982	1204	962	79.9	492	40.9	91	7.6	421	35.0	11	0.9	30	2.5	5	0.4	17	1.4	0	0.0	2	0.2
1983	1292	1057	81.8	525	40.6	86	6.7	470	36.4	13	1.0	38	2.9	6	0.5	22	1.7	0	0.0	2	0.2
1984	1108	917	82.8	445	40.2	72	6.5	412	37.2	11	1.0	34	3.1	3	0.3	22	2.0	0	0.0	4	0.4
CLERICAL																					
1982	2947	2693	91.4	1558	52.9	95	3.2	949	32.2	35	1.2	142	4.8	7	0.2	24	0.8	1	0.03	20	0.7
1983	2326	2139	92.0	1179	50.7	72	3.1	810	34.8	18	0.8	114	4.9	4	0.2	20	0.9	3	0.1	16	0.7
1984	2400	2189	91.2	1170	48.8	77	3.2	842	35.1	20	0.8	133	5.5	6	0.3	30	1.3	3	0.1	14	0.6
OTHER																					
1982	3	1	33.3	0	0.0	0	0.0	1	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
1983	63	16	25.4	9	14.3	6	9.5	7	11.1	2	3.2	0	0.0	0	0.0	0	0.0	1	1.6	0	0.0
1984	8	5	62.5	2	25.0	1	12.5	3	37.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL WHITE COLLAR																					
1982	13666	6530	47.8	3788	27.7	1080	7.9	2331	17.1	400	2.9	288	2.1	89	0.7	91	0.7	38	0.3	32	0.2
1983	12302	5885	47.8	3294	26.8	1005	8.2	2210	18.0	346	2.8	262	2.1	105	0.9	91	0.7	44	0.4	29	0.2
1984	11711	5810	49.6	3191	27.2	956	8.2	2199	18.8	320	2.7	287	2.5	105	0.9	104	0.9	40	0.3	29	0.2
TOTAL BLUE COLLAR																					
1982	42	2	0.0	0	0.0	33	78.6	1	2.4	0	0.0	1	2.4	1	2.4	0	0.0	0	0.0	0	0.0
1983	40	0	0.0	0	0.0	31	77.5	0	0.0	1	2.5	0	0.0	1	2.5	0	0.0	0	0.0	0	0.0
1984	36	0	0.0	0	0.0	25	69.4	0	0.0	1	2.8	0	0.0	1	2.8	0	0.0	0	0.0	0	0.0
TOTAL AGENCY																					
1982	13708	6532	47.7	3788	27.6	1113	8.1	2332	17.0	400	2.9	289	2.1	90	0.7	91	0.7	38	0.3	32	0.2
1983	12342	5885	47.7	3294	26.7	1036	8.4	2210	17.9	347	2.8	262	2.1	106	0.9	91	0.7	44	0.4	29	0.2
1984	11747	5810	49.5	3191	27.2	981	8.4	2199	18.7	321	2.7	287	2.4	106	0.9	104	0.9	40	0.3	29	0.2

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TABLE I-7

INTERIOR

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBE	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	14928	1513	10.1	1146	7.7	182	1.2	64	0.4	185	1.2	25	0.2	194	1.3	23	0.2	755	5.1	255	1.7
1983	16792	1689	10.1	1459	8.7	196	1.2	74	0.4	216	1.3	30	0.2	205	1.2	34	0.2	345	2.1	92	0.5
1984	15693	1586	10.1	1344	8.6	194	1.2	77	0.5	278	1.8	34	0.2	216	1.4	34	0.2	362	2.3	97	0.6
ADMINISTRATIVE																					
1982	10074	2753	27.3	2045	20.3	241	2.4	182	1.8	154	1.5	72	0.7	37	0.4	35	0.3	1045	10.4	419	4.2
1983	11619	3397	29.2	2580	22.2	279	2.4	238	2.0	196	1.7	100	0.9	49	0.4	41	0.4	831	7.2	438	3.8
1984	12110	3658	30.2	2662	22.0	329	2.7	321	2.7	247	2.0	143	1.2	67	0.6	52	0.4	865	7.1	480	4.0
TECHNICAL																					
1982	9743	3291	33.8	2252	23.1	249	2.6	200	2.1	240	2.5	96	1.0	68	0.7	50	0.5	975	10.0	693	7.1
1983	11708	4221	36.1	3421	29.2	281	2.4	283	2.4	282	2.4	148	1.3	85	0.7	70	0.6	726	6.2	2479	21.2
1984	10350	3803	36.7	2799	27.0	240	2.3	276	2.7	324	3.1	186	1.8	78	0.8	73	0.7	789	7.6	469	4.5
CLERICAL																					
1982	7557	6564	86.9	4562	60.4	112	1.5	515	6.8	36	0.5	224	3.0	11	0.1	64	0.8	312	4.1	1199	15.9
1983	9192	8453	92.0	6064	66.0	119	1.3	733	8.0	35	0.4	323	3.5	7	0.1	85	0.9	104	1.1	1248	13.6
1984	8584	7824	91.1	5221	60.8	117	1.4	815	9.5	50	0.6	393	4.6	6	0.1	88	1.0	115	1.3	1307	15.2
OTHER																					
1982	879	57	6.5	27	3.1	109	12.4	12	1.4	8	0.9	4	0.5	5	0.6	3	0.3	238	27.1	11	1.3
1983	1062	101	9.5	59	5.6	143	13.5	15	1.4	14	1.3	4	0.4	3	0.3	5	0.5	250	23.5	18	1.7
1984	1088	116	10.7	75	6.9	141	13.0	15	1.4	17	1.6	4	0.4	4	0.4	6	0.6	255	23.4	16	1.5
TOTAL WHITE COLLAR																					
1982	43181	14178	32.8	10032	23.2	893	2.1	973	2.3	623	1.4	421	1.0	315	0.7	175	0.4	3325	7.7	2577	6.0
1983	50373	17861	35.5	13583	27.0	1018	2.0	1343	2.7	743	1.5	605	1.2	349	0.7	235	0.5	2256	4.5	4275	8.5
1984	47825	16987	35.5	12101	25.3	1021	2.1	1504	3.1	916	1.9	760	1.6	371	0.8	253	0.5	2386	5.0	2369	5.0
TOTAL BLUE COLLAR																					
1982	6631	267	4.0	76	1.1	685	10.3	43	0.6	231	3.5	3	0.05	40	0.6	1	0.02	1412	21.3	144	2.2
1983	7645	246	3.2	115	1.5	792	10.4	56	0.7	275	3.6	3	0.04	44	0.6	1	0.01	1312	17.2	71	0.9
1984	7186	211	2.9	93	1.3	765	10.6	58	0.8	266	3.7	3	0.04	42	0.6	0	0.00	1268	17.6	57	0.8
TOTAL AGENCY																					
1982	49812	14445	29.0	10108	20.3	1578	3.2	1016	2.0	854	1.7	424	0.9	355	0.7	176	0.4	4737	9.5	2721	5.5
1983	58018	18107	31.2	13698	23.6	1810	3.1	1399	2.4	1018	1.8	608	1.0	393	0.7	236	0.4	3568	6.1	4346	7.5
1984	55011	17198	31.3	12194	22.2	1786	3.2	1562	2.8	1182	2.1	763	1.4	413	0.8	253	0.5	3654	6.6	2426	4.4

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JUSTICE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	5412	1235	22.8	1062	19.6	260	4.8	126	2.3	95	1.8	33	0.6	34	0.6	13	0.2	12	0.2	1	0.02
1983	5733	1402	24.5	1189	20.7	245	4.3	152	2.7	102	1.8	43	0.8	36	0.6	16	0.3	12	0.2	2	0.03
1984	6049	1516	25.1	1300	21.5	248	4.1	153	2.5	111	1.8	44	0.7	40	0.7	17	0.3	12	0.2	2	0.03
ADMINISTRATIVE																					
1982	18237	3008	16.5	2235	12.3	798	4.4	512	2.8	923	5.1	202	1.1	140	0.8	45	0.2	74	0.4	14	0.1
1983	19040	3138	16.5	2374	12.5	847	4.4	512	2.7	1001	5.3	205	1.1	139	0.7	34	0.2	77	0.4	13	0.1
1984	20611	3592	17.4	2670	13.0	934	4.5	607	2.9	1136	5.5	231	1.1	178	0.9	68	0.3	78	0.4	16	0.1
TECHNICAL																					
1982	6369	3530	55.4	2148	33.7	398	6.2	1032	16.2	230	3.6	147	2.3	28	0.4	26	0.4	10	0.2	7	0.1
1983	6065	3483	57.4	2144	35.4	419	6.9	1156	19.1	270	4.5	147	2.4	32	0.5	28	0.5	17	0.3	12	0.2
1984	6274	3626	57.8	2174	34.7	431	6.9	1231	19.6	323	5.1	167	2.7	35	0.6	43	0.7	13	0.2	11	0.2
CLERICAL																					
1982	13491	11443	84.8	6710	49.7	682	5.1	4035	29.9	205	1.5	542	4.0	53	0.4	122	0.9	5	0.04	34	0.3
1983	13523	11576	85.6	6797	50.3	585	4.3	3950	29.2	204	1.5	613	4.5	47	0.3	144	1.1	16	0.12	72	0.5
1984	13200	11384	86.2	6811	51.6	555	4.2	3759	28.5	150	1.1	633	4.8	51	0.4	151	1.1	5	0.04	30	0.2
OTHER																					
1982	8077	514	6.4	296	3.7	1006	12.5	176	2.2	903	11.2	41	0.5	23	0.3	0	0.0	45	0.6	1	0.01
1983	11676	1665	14.3	1067	9.1	1355	11.6	485	4.2	1130	9.7	91	0.8	61	0.5	18	0.2	58	0.5	4	0.03
1984	12423	2383	19.2	1392	11.2	1369	11.0	836	6.7	1148	9.2	119	1.0	81	0.7	29	0.2	53	0.4	7	0.06
TOTAL WHITE COLLAR																					
1982	51586	19730	38.2	12451	24.1	3144	6.1	5881	11.4	2356	4.6	965	1.9	278	0.5	206	0.4	146	0.3	57	0.1
1983	56037	21264	37.9	13571	24.2	3451	6.2	6255	11.2	2707	4.8	1099	2.0	315	0.6	240	0.4	180	0.3	103	0.2
1984	58557	22501	38.4	14347	24.5	3537	6.0	6586	11.2	2868	4.9	1194	2.0	385	0.7	308	0.5	161	0.3	66	0.1
TOTAL BLUE COLLAR																					
1982	1864	48	2.6	32	1.7	234	12.6	16	0.9	137	7.3	0	0.0	13	0.7	0	0.0	0	0.0	0	0.0
1983	1680	45	2.7	30	1.8	204	12.1	13	0.8	159	9.5	2	0.1	10	0.6	0	0.0	14	0.8	0	0.0
1984	1825	63	3.5	46	2.5	212	11.6	14	0.8	162	8.9	2	0.1	13	0.7	0	0.0	16	0.9	1	0.1
TOTAL AGENCY																					
1982	53450	19778	37.0	12483	23.4	3378	6.3	5897	11.0	2493	4.7	965	1.8	291	0.5	206	0.4	146	0.3	57	0.1
1983	57717	21309	36.9	13601	23.6	3655	6.3	6268	10.9	2866	5.0	1101	1.9	325	0.6	240	0.4	194	0.3	103	0.2
1984	60382	22564	37.4	14393	23.8	3749	6.2	6600	10.9	3030	5.0	1196	2.0	398	0.7	308	0.5	177	0.3	67	0.1

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TABLE I-7

LABOR

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	3342	833	24.9	653	19.5	182	5.4	146	4.4	76	2.3	19	0.6	33	1.0	12	0.4	2	0.06	3	0.09
1983	3409	849	24.9	664	19.5	183	5.4	148	4.3	74	2.2	21	0.6	36	1.1	14	0.4	3	0.09	2	0.06
1984	3145	782	24.9	605	19.2	158	5.0	146	4.6	62	2.0	13	0.4	39	1.2	16	0.5	2	0.06	2	0.06
ADMINISTRATIVE																					
1982	7876	2330	29.6	1466	18.6	748	9.5	725	9.2	262	3.3	97	1.2	33	0.4	32	0.4	35	0.44	10	0.13
1983	7925	2412	30.4	1471	18.6	761	9.6	782	9.9	292	3.7	108	1.4	37	0.5	40	0.5	37	0.47	11	0.14
1984	7270	2303	31.7	1379	19.0	711	9.8	767	10.6	272	3.7	109	1.5	39	0.5	39	0.5	31	0.43	9	0.12
TECHNICAL																					
1982	2747	978	35.6	513	18.7	87	3.2	426	15.5	52	1.9	27	1.0	1	0.04	12	0.4	14	0.51	0	0.00
1983	2899	1054	36.4	536	18.5	93	3.2	465	16.0	57	2.0	35	1.2	2	0.07	16	0.6	11	0.38	2	0.07
1984	2699	964	35.7	487	18.0	74	2.7	430	15.9	56	2.1	31	1.1	3	0.11	14	0.5	11	0.41	2	0.07
CLERICAL																					
1982	3822	3418	89.4	1791	46.9	204	5.3	1451	38.0	16	0.4	139	3.6	9	0.2	27	0.7	0	0.00	10	0.26
1983	3910	3508	89.7	1876	48.0	186	4.8	1435	36.7	24	0.6	143	3.7	17	0.4	39	1.0	1	0.03	15	0.38
1984	3290	2970	90.3	1551	47.1	149	4.5	1244	37.8	19	0.6	122	3.7	15	0.5	40	1.2	1	0.03	13	0.40
OTHER																					
1982	32	12	37.5	6	18.8	4	12.5	4	12.5	2	6.3	1	3.1	0	0.0	1	3.1	0	0.00	0	0.00
1983	68	25	36.8	16	23.5	7	10.3	6	8.8	4	5.9	2	2.9	0	0.0	1	1.5	0	0.00	0	0.00
1984	41	16	39.0	10	24.4	4	9.8	5	12.2	4	9.8	1	2.4	1	2.4	0	0.0	0	0.00	0	0.00
TOTAL WHITE COLLAR																					
1982	17819	7571	42.5	4429	24.9	1225	6.9	2752	15.4	408	2.3	283	1.6	76	0.4	84	0.5	51	0.29	23	0.13
1983	18211	7848	43.1	4563	25.1	1230	6.8	2836	15.6	451	2.5	309	1.7	92	0.5	110	0.6	52	0.29	30	0.16
1984	16445	7035	42.8	4032	24.5	1096	6.7	2592	15.8	413	2.5	276	1.7	97	0.6	109	0.7	45	0.27	26	0.16
TOTAL BLUE COLLAR																					
1982	71	11	15.5	2	2.8	41	57.7	9	12.7	0	0.0	0	0.0	0	0.0	0	0.0	1	1.41	0	0.00
1983	70	10	14.3	2	2.9	38	54.3	8	11.4	0	0.0	0	0.0	0	0.0	0	0.0	1	1.43	0	0.00
1984	69	10	14.5	4	5.8	33	47.8	6	8.7	0	0.0	0	0.0	0	0.0	0	0.0	1	1.45	0	0.00
TOTAL AGENCY																					
1982	17890	7582	42.4	4431	24.8	1266	7.1	2761	15.4	408	2.3	283	1.6	76	0.4	84	0.5	52	0.29	23	0.13
1983	18281	7858	43.0	4565	25.0	1268	6.9	2844	15.6	451	2.5	309	1.7	92	0.5	110	0.6	53	0.29	30	0.16
1984	16514	7045	42.7	4036	24.4	1129	6.8	2598	15.7	413	2.5	276	1.7	97	0.6	109	0.7	46	0.28	26	0.16

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NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	11146	731	6.6	593	5.3	289	2.6	78	0.7	224	2.0	22	0.2	208	1.9	35	0.3	18	0.2	3	0.03
1983	11492	869	7.6	699	6.1	309	2.7	97	0.8	244	2.1	31	0.3	236	2.1	40	0.3	21	0.2	2	0.02
1984	11240	911	8.1	747	6.6	310	2.8	90	0.8	245	2.2	34	0.3	243	2.2	39	0.3	20	0.2	2	0.02
ADMINISTRATIVE																					
1982	3442	1045	30.4	865	25.1	144	4.2	140	4.1	53	1.5	19	0.6	18	0.5	15	0.4	9	0.3	6	0.17
1983	3456	1093	31.6	905	26.2	153	4.4	145	4.2	55	1.6	21	0.6	18	0.5	15	0.4	10	0.3	7	0.20
1984	3546	1258	35.5	1032	29.1	161	4.5	175	4.9	54	1.5	20	0.6	19	0.5	20	0.6	10	0.3	11	0.31
TECHNICAL																					
1982	3012	578	19.2	455	15.1	165	5.5	96	3.2	19	0.6	16	0.5	20	0.7	9	0.3	15	0.5	2	0.07
1983	2917	635	21.8	490	16.8	171	5.9	113	3.9	22	0.8	17	0.6	19	0.7	11	0.4	17	0.6	4	0.14
1984	2779	593	21.3	447	16.1	169	6.1	116	4.2	21	0.8	15	0.5	17	0.6	11	0.4	16	0.6	4	0.14
CLERICAL																					
1982	2547	2465	96.8	1882	73.9	34	1.3	453	17.8	2	0.1	84	3.3	5	0.2	31	1.2	0	0.0	15	0.59
1983	2511	2425	96.6	1839	73.2	36	1.4	462	18.4	3	0.1	82	3.3	6	0.2	27	1.1	0	0.0	15	0.60
1984	2423	2343	96.7	1771	73.1	35	1.4	451	18.6	0	0.0	85	3.5	6	0.2	22	0.9	0	0.0	14	0.58
OTHER																					
1982	384	111	28.9	83	21.6	17	4.4	20	5.2	17	4.4	4	1.0	7	1.8	4	1.0	1	0.3	0	0.00
1983	398	133	33.4	94	23.6	18	4.5	29	7.3	15	3.8	7	1.8	12	3.0	3	0.8	1	0.3	0	0.00
1984	341	135	39.6	103	30.2	19	5.6	18	5.3	9	2.6	6	1.8	6	1.8	8	2.3	0	0.0	0	0.00
TOTAL WHITE COLLAR																					
1982	20531	4930	24.0	3878	18.9	649	3.2	787	3.8	315	1.5	145	0.7	258	1.3	94	0.5	43	0.2	26	0.13
1983	20774	5155	24.8	4027	19.4	687	3.3	846	4.1	339	1.6	158	0.8	291	1.4	96	0.5	49	0.2	28	0.13
1984	20329	5240	25.8	4100	20.2	694	3.4	850	4.2	329	1.6	160	0.8	291	1.4	100	0.5	46	0.2	31	0.15
TOTAL BLUE COLLAR																					
1982	1331	27	2.0	21	1.6	164	12.3	4	0.3	73	5.5	1	0.1	21	1.6	1	0.1	1	0.1	0	0.00
1983	1363	29	2.1	21	1.5	147	10.8	5	0.4	68	5.0	1	0.1	20	1.5	2	0.1	2	0.1	0	0.00
1984	1287	40	3.1	29	2.3	150	11.7	8	0.6	61	4.7	1	0.1	26	2.0	2	0.2	4	0.3	0	0.00
TOTAL AGENCY																					
1982	21862	4957	22.7	3899	17.8	813	3.7	791	3.6	388	1.8	146	0.7	279	1.3	95	0.4	44	0.2	26	0.12
1983	22137	5184	23.4	4048	18.3	834	3.8	851	3.8	407	1.8	159	0.7	311	1.4	98	0.4	51	0.2	28	0.13
1984	21616	5280	24.4	4129	19.1	844	3.9	858	4.0	390	1.8	161	0.7	317	1.5	102	0.5	50	0.2	31	0.14

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STATE

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBE	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	2818	405	14.4	341	12.1	70	2.5	40	1.4	51	1.8	11	0.4	17	0.6	13	0.5	3	0.1	0	0.00
1983	4642	891	19.2	751	16.2	136	2.9	78	1.7	108	2.3	25	0.5	59	1.3	36	0.8	8	0.2	1	0.02
1984	3673	620	16.9	512	13.9	98	2.7	49	1.3	97	2.6	29	0.8	58	1.6	29	0.8	5	0.1	1	0.03
ADMINISTRATIVE																					
1982	3874	918	23.7	739	19.1	195	5.0	158	4.1	43	1.1	11	0.3	10	0.3	13	0.3	5	0.1	0	0.00
1983	3779	999	26.4	764	20.2	208	5.5	196	5.2	70	1.9	17	0.4	52	1.4	22	0.6	12	0.3	0	0.00
1984	4123	1311	31.8	968	23.5	259	6.3	292	7.1	80	1.9	25	0.6	26	0.6	25	0.6	11	0.3	1	0.02
TECHNICAL																					
1982	1279	414	32.4	246	19.2	121	9.5	159	12.4	50	3.9	7	0.5	9	0.7	1	0.1	2	0.2	1	0.08
1983	1241	422	34.0	241	19.4	124	10.0	164	13.2	44	3.5	8	0.6	7	0.6	8	0.6	3	0.2	1	0.08
1984	2013	445	22.1	263	13.1	155	7.7	168	8.3	61	3.0	8	0.4	12	0.6	5	0.2	7	0.3	1	0.05
CLERICAL																					
1982	2553	2289	89.7	1648	64.6	152	6.0	586	23.0	8	0.3	34	1.3	1	0.04	17	0.7	0	0.0	4	0.16
1983	2440	2224	91.1	1528	62.6	115	4.7	605	24.8	6	0.2	50	2.0	1	0.04	29	1.2	0	0.0	12	0.49
1984	2484	2287	92.1	1533	61.7	110	4.4	657	26.4	5	0.2	52	2.1	2	0.08	33	1.3	2	0.1	12	0.48
OTHER																					
1982	10	2	20.0	2	20.0	1	10.0	0	0.0	5	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00
1983	11	0	0.0	0	0.0	1	9.1	0	0.0	7	63.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00
1984	8	0	0.0	0	0.0	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.00
TOTAL WHITE COLLAR																					
1982	10534	4028	38.2	2976	28.3	539	5.1	943	9.0	157	1.5	63	0.6	37	0.4	44	0.4	10	0.1	5	0.05
1983	12113	4536	37.4	3284	27.1	584	4.8	1043	8.6	235	1.9	100	0.8	119	1.0	95	0.8	23	0.2	14	0.12
1984	12301	4663	37.9	3276	26.6	623	5.1	1166	9.5	243	2.0	114	0.9	98	0.8	92	0.7	25	0.2	15	0.12
TOTAL BLUE COLLAR																					
1982	195	18	9.2	1	0.5	59	30.3	17	8.7	80	41.0	0	0.0	1	0.5	0	0.0	0	0.0	0	0.00
1983	213	21	9.9	4	1.9	65	30.5	15	7.0	84	39.4	2	0.9	0	0.0	0	0.0	0	0.0	0	0.00
1984	205	21	10.2	2	1.0	68	33.2	16	7.8	76	37.1	3	1.5	1	0.5	0	0.0	0	0.0	0	0.00
TOTAL AGENCY																					
1982	10729	4046	37.7	2977	27.7	598	5.6	960	8.9	237	2.2	63	0.6	38	0.4	44	0.4	10	0.1	5	0.05
1983	12326	4557	37.0	3288	26.7	649	5.3	1058	8.6	319	2.6	102	0.8	119	1.0	95	0.8	23	0.2	14	0.11
1984	12506	4684	37.5	3278	26.2	691	5.5	1182	9.5	319	2.6	117	0.9	99	0.8	92	0.7	25	0.2	15	0.12

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TABLE I-7

TRANSPORTATION

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	6383	432	6.8	345	5.4	240	3.8	68	1.1	130	2.0	10	0.2	189	3.0	7	0.1	26	0.41	2	0.03
1983	6346	452	7.1	356	5.6	245	3.9	67	1.1	166	2.6	18	0.3	201	3.2	8	0.1	26	0.41	3	0.05
1984	6352	523	8.2	406	6.4	265	4.2	83	1.3	200	3.1	19	0.3	198	3.1	12	0.2	26	0.41	3	0.05
ADMINISTRATIVE																					
1982	29376	3833	13.0	2997	10.2	1248	4.2	657	2.2	556	1.9	76	0.3	223	0.8	68	0.2	165	0.56	35	0.12
1983	29887	4032	13.5	3158	10.6	1230	4.1	682	2.3	579	1.9	89	0.3	249	0.8	67	0.2	167	0.56	36	0.12
1984	30624	4539	14.8	3477	11.4	1289	4.2	816	2.7	612	2.0	123	0.4	252	0.8	74	0.2	177	0.58	49	0.16
TECHNICAL																					
1982	12250	2006	16.3	1379	11.3	780	6.4	507	4.1	402	3.3	54	0.4	256	2.1	41	0.3	135	1.10	25	0.20
1983	12645	2175	17.2	1481	11.7	798	6.3	554	4.4	413	3.3	66	0.5	258	2.0	46	0.4	135	1.07	28	0.22
1984	12506	2222	17.7	1546	12.4	826	6.6	509	4.1	420	3.4	81	0.6	258	2.1	49	0.4	131	1.05	37	0.30
CLERICAL																					
1982	5586	5126	91.7	3570	63.9	171	3.1	1246	22.3	29	0.5	159	2.8	13	0.2	81	1.5	5	0.09	70	1.25
1983	5219	4763	91.2	3267	62.6	180	3.4	1162	22.3	33	0.6	191	3.7	12	0.2	78	1.5	5	0.10	65	1.25
1984	5213	4832	92.6	3314	63.6	117	2.2	1146	22.0	26	0.5	230	4.4	10	0.2	80	1.5	4	0.08	62	1.19
OTHER																					
1982	345	36	10.4	22	6.4	58	16.8	10	2.9	5	1.4	2	0.6	1	0.3	2	0.6	0	0.00	0	0.00
1983	394	32	8.1	20	5.1	59	15.0	10	2.5	16	4.1	2	0.5	6	1.5	0	0.0	1	0.25	0	0.00
1984	445	49	11.0	32	7.2	62	13.9	12	2.7	15	3.4	3	0.7	3	0.7	2	0.4	1	0.22	0	0.00
TOTAL WHITE COLLAR																					
1982	53940	11433	21.2	8313	15.4	2497	4.6	2488	4.6	1122	2.1	301	0.6	682	1.3	199	0.4	331	0.61	132	0.24
1983	54491	11454	21.0	8282	15.2	2512	4.6	2475	4.5	1207	2.2	366	0.7	726	1.3	199	0.4	334	0.61	132	0.24
1984	55140	12165	22.1	8775	15.9	2559	4.6	2566	4.7	1273	2.3	456	0.8	721	1.3	217	0.4	339	0.61	151	0.27
TOTAL BLUE COLLAR																					
1982	4546	89	2.0	58	1.3	756	16.6	27	0.6	177	3.9	1	0.02	99	2.2	0	0.0	106	2.33	3	0.07
1983	4384	85	1.9	60	1.4	720	16.4	21	0.5	196	4.5	1	0.02	94	2.1	0	0.0	96	2.19	3	0.07
1984	4137	65	1.6	47	1.1	662	16.0	14	0.3	192	4.6	1	0.02	86	2.1	0	0.0	96	2.32	3	0.07
TOTAL AGENCY																					
1982	58486	11522	19.7	8371	14.3	3253	5.6	2515	4.3	1299	2.2	302	0.5	781	1.3	199	0.3	437	0.75	135	0.23
1983	58875	11539	19.6	8342	14.1	3232	5.5	2496	4.2	1403	2.4	367	0.6	820	1.4	199	0.3	430	0.73	135	0.23
1984	59277	12230	20.6	8822	14.8	3221	5.4	2580	4.4	1465	2.5	457	0.8	807	1.4	217	0.4	435	0.73	154	0.26

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TABLE I-7

TREASURY

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	17354	3280	18.9	2439	14.1	729	4.2	564	3.2	432	2.5	98	0.6	353	2.0	168	1.0	32	0.18	11	0.06
1983	17698	3699	20.9	2734	15.4	742	4.2	645	3.6	455	2.6	119	0.7	377	2.1	186	1.1	38	0.21	15	0.08
1984	18876	4547	24.1	3339	17.7	796	4.2	797	4.2	517	2.7	162	0.9	435	2.3	230	1.2	38	0.20	19	0.10
ADMINISTRATIVE																					
1982	34792	8871	25.5	6276	18.0	1720	4.9	2026	5.8	1132	3.3	393	1.1	253	0.7	149	0.4	63	0.18	27	0.08
1983	35986	9510	26.4	6712	18.7	1830	5.1	2117	5.9	1271	3.5	450	1.3	313	0.9	191	0.5	68	0.19	40	0.11
1984	37711	10687	28.3	7490	19.9	1938	5.1	2386	6.3	1412	3.7	541	1.4	413	1.1	233	0.6	81	0.21	37	0.10
TECHNICAL																					
1982	20834	15594	74.8	11223	53.9	740	3.6	3599	17.3	295	1.4	529	2.5	96	0.5	206	1.0	13	0.06	37	0.18
1983	21379	16222	75.9	11460	53.6	773	3.6	3884	18.2	322	1.5	614	2.9	105	0.5	220	1.0	16	0.07	44	0.21
1984	21451	16408	76.5	11367	53.0	819	3.8	4083	19.0	351	1.6	667	3.1	106	0.5	241	1.1	14	0.07	50	0.23
CLERICAL																					
1982	30211	26197	86.7	16718	55.3	1136	3.8	7472	24.7	444	1.5	1589	5.3	84	0.3	322	1.1	14	0.05	96	0.32
1983	32545	28292	86.9	17718	54.4	1161	3.6	8274	25.4	441	1.4	1823	5.6	92	0.3	365	1.1	17	0.05	112	0.34
1984	35339	30303	85.7	18666	52.8	1347	3.8	8823	25.0	520	1.5	2224	6.3	112	0.3	450	1.3	22	0.06	140	0.40
OTHER																					
1982	2633	338	12.8	161	6.1	441	16.7	123	4.7	168	6.4	47	1.8	35	1.3	7	0.3	6	0.23	0	0.00
1983	2811	395	14.1	204	7.3	445	15.8	138	4.9	175	6.2	39	1.4	36	1.3	10	0.4	8	0.28	4	0.14
1984	2695	413	15.3	228	8.5	431	16.0	137	5.1	170	6.3	37	1.4	42	1.6	9	0.3	7	0.26	2	0.07
TOTAL WHITE COLLAR																					
1982	105824	54280	51.3	36817	34.8	4766	4.5	13784	13.0	2471	2.3	2656	2.5	821	0.8	852	0.8	128	0.12	171	0.16
1983	110419	58118	52.6	38828	35.2	4951	4.5	15058	13.6	2664	2.4	3045	2.8	923	0.8	972	0.9	147	0.13	215	0.19
1984	116072	62358	53.7	41090	35.4	5331	4.6	16226	14.0	2970	2.6	3631	3.1	1108	1.0	1163	1.0	162	0.14	248	0.21
TOTAL BLUE COLLAR																					
1982	3594	595	16.6	22	0.6	1303	36.3	563	15.7	203	5.6	6	0.2	66	1.8	4	0.1	4	0.11	0	0.00
1983	3484	571	16.4	26	0.7	1303	37.4	534	15.3	188	5.4	5	0.1	68	2.0	4	0.1	5	0.14	2	0.06
1984	3388	553	16.3	27	0.8	1267	37.4	515	15.2	183	5.4	5	0.1	67	2.0	4	0.1	5	0.15	2	0.06
TOTAL AGENCY																					
1982	109418	54875	50.2	36839	33.7	6069	5.5	14347	13.1	2674	2.4	2662	2.4	887	0.8	856	0.8	132	0.12	171	0.16
1983	113903	58689	51.5	38854	34.1	6254	5.5	15592	13.7	2852	2.5	3050	2.7	991	0.9	976	0.9	152	0.13	217	0.19
1984	119460	62911	52.7	41117	34.4	6598	5.5	16741	14.0	3153	2.6	3636	3.0	1175	1.0	1167	1.0	167	0.14	250	0.21

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VETERANS ADMINISTRATION

YEAR	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	%	WHITE FEMALE NUMBER	%	BLACK MALE NUMBER	%	BLACK FEMALE NUMBER	%	HISPANIC MALE NUMBER	%	HISPANIC FEMALE NUMBER	%	ASIAN/ PACIFIC ISLANDER MALE NUMBER	%	ASIAN/ PACIFIC ISLANDER FEMALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE MALE NUMBER	%	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE NUMBER	%
PROFESSIONAL																					
1982	60584	36831	60.8	28842	47.6	1270	2.1	4712	7.8	933	1.5	1184	2.0	1115	1.8	1998	3.3	47	0.1	87	0.1
1983	62743	38421	61.2	29745	47.4	1309	2.1	5047	8.0	975	1.6	1275	2.0	1250	2.0	2254	3.6	52	0.1	93	0.1
1984	65210	40305	61.8	30976	47.5	1330	2.0	5355	8.2	1010	1.5	1390	2.1	1356	2.1	2478	3.8	58	0.1	97	0.1
ADMINISTRATIVE																					
1982	13312	3895	29.3	2965	22.3	802	6.0	757	5.7	292	2.2	104	0.8	70	0.5	58	0.4	38	0.3	14	0.1
1983	13419	4065	30.3	3076	22.9	832	6.2	793	5.9	321	2.4	116	0.9	75	0.6	62	0.5	41	0.3	13	0.1
1984	13460	4203	31.2	3170	23.6	825	6.1	826	6.1	326	2.4	119	0.9	70	0.5	65	0.5	39	0.3	18	0.1
TECHNICAL																					
1982	56091	32335	57.6	18392	32.8	7663	13.7	12686	22.6	1387	2.5	773	1.4	228	0.4	305	0.5	122	0.2	175	0.3
1983	55386	32369	58.4	18393	33.2	7323	13.2	12670	22.9	1373	2.5	778	1.4	257	0.5	344	0.6	119	0.2	181	0.3
1984	55645	33066	59.4	18871	33.9	7168	12.9	12805	23.0	1398	2.5	822	1.5	262	0.5	378	0.7	121	0.2	186	0.3
CLERICAL																					
1982	36357	28585	78.6	22152	60.9	2573	7.1	6101	16.8	681	1.9	966	2.7	133	0.4	244	0.7	58	0.2	121	0.3
1983	35830	28142	78.5	20563	57.4	2553	7.1	6198	17.3	655	1.8	1019	2.8	132	0.4	236	0.7	63	0.2	125	0.3
1984	35288	27502	77.9	19904	56.4	2577	7.3	6219	17.6	660	1.9	992	2.8	138	0.4	240	0.7	61	0.2	147	0.4
OTHER																					
1982	2383	81	3.4	47	2.0	504	21.1	25	1.0	90	3.8	6	0.3	12	0.5	1	0.04	13	0.5	2	0.08
1983	2593	117	4.5	72	2.8	565	21.8	39	1.5	105	4.0	4	0.2	12	0.5	0	0.0	16	0.6	2	0.1
1984	2433	99	4.1	61	2.5	511	21.0	29	1.2	100	4.1	4	0.2	19	0.8	3	0.1	15	0.6	2	0.1
TOTAL WHITE COLLAR																					
1982	168727	101727	60.3	72398	42.9	12812	7.6	24281	14.4	3383	2.0	3033	1.8	1558	0.9	2606	1.5	278	0.2	399	0.2
1983	169971	103114	60.7	71849	42.3	12582	7.4	24747	14.6	3429	2.0	3192	1.9	1726	1.0	2896	1.7	291	0.2	414	0.2
1984	172036	105175	61.1	72982	42.4	12411	7.2	25234	14.7	3494	2.0	3327	1.9	1845	1.1	3164	1.8	294	0.2	450	0.3
TOTAL BLUE COLLAR																					
1982	39798	12246	30.8	5567	14.0	9625	24.2	6244	15.7	1724	4.3	330	0.8	258	0.6	59	0.1	128	0.3	46	0.1
1983	39920	11956	29.9	5478	13.7	9765	24.5	6031	15.1	1760	4.4	333	0.8	277	0.7	66	0.2	130	0.3	48	0.1
1984	39822	11729	29.5	5325	13.4	10004	25.1	5949	14.9	1784	4.5	340	0.9	289	0.7	66	0.2	164	0.4	49	0.1
TOTAL AGENCY																					
1982	208525	113973	54.7	77965	37.4	22437	10.8	30525	14.6	5107	2.4	3363	1.6	1816	0.9	2665	1.3	406	0.2	445	0.2
1983	209891	115070	54.8	77327	36.8	22347	10.6	30778	14.7	5189	2.5	3525	1.7	2003	1.0	2962	1.4	421	0.2	462	0.2
1984	211858	116904	55.2	78307	37.0	22415	10.6	31183	14.7	5278	2.5	3667	1.7	2134	1.0	3230	1.5	458	0.2	499	0.2

PATCO - PROFESSIONAL, ADMINISTRATIVE, TECHNICAL, CLERICAL AND OTHER OCCUPATIONAL CATEGORIES.
WHITE COLLAR - INCLUDES ALL GS, GM, SES, AND OTHER WHITE COLLAR EMPLOYEES.
BLUE COLLAR - INCLUDES ALL WG, WD, WN, WL, WS, AND OTHER NON-WHITE COLLAR EMPLOYEES.
DATA - NUMBER OF PERMANENT FULL AND PART-TIME EMPLOYEES AS OF SEPTEMBER 30, 1982, 1983, AND 1984.

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TABLE I-8

COMPARATIVE RANKING FOR MINORITIES AND WOMEN
1983 AND 1984

AGENCY OR DEPARTMENT	RANK 1984	RANK 1983
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1	1
COMMISSION ON CIVIL RIGHTS	2	3
EDUCATION	3	4
PEACE CORPS	4	2
SOLDIER'S AND AIRMEN'S HOME	5	8
SMITHSONIAN INSTITUTION	6	5
HEALTH AND HUMAN SERVICES	7	6
VETERANS ADMINISTRATION	8	7
ACTION	9	13
HOUSING & URBAN DEVELOPMENT	10	9
DEFENSE USUHS	11	22
NATIONAL ENDOWMENT FOR THE HUMANITIES	12	--
CONSUMER PRODUCT SAFETY COMMISSION	13	12
OFFICE OF PERSONNEL MANAGEMENT	14	18
GENERAL SERVICES ADMINISTRATION	15	17
NATIONAL ENDOWMENT FOR THE ARTS	16	--
MERIT SYSTEMS PROTECTION BOARD	17	10
RAILROAD RETIREMENT BOARD	18	27
LABOR	19	19
DEFENSE NUCLEAR AGENCY	20	16
FEDERAL TRADE COMMISSION	21	26
ADMINISTRATIVE OFFICE US COURTS	22	14
FEDERAL LABOR RELATIONS AUTHORITY	23	--
FEDERAL COMMUNICATIONS COMMISSION	24	20
SMALL BUSINESS ADMINISTRATION	25	25
PENSION BENEFIT GUARANTY CORPORATION	26	15
SELECTIVE SERVICE SYSTEM	27	11
US INFORMATION AGENCY	28	21
DEFENSE MAPPING AGENCY	29	24
DEFENSE LOGISTICS AGENCY	30	32
FEDERAL HOME LOAN BANK BOARD	31	48
COMMERCE	32	29
DEFENSE CONTRACT AUDIT AGENCY	33	28
FEDERAL ELECTION COMMISSION	34	23
OVERSEAS PRIVATE INVESTMENT CORPORATION	35	--
AGENCY FOR INTERNATIONAL DEVELOPMENT	36	33
FEDERAL EMERGENCY MANAGEMENT AGENCY	37	44
STATE	38	39
NATIONAL LABOR RELATIONS BOARD	39	36
TREASURY	40	42
ENVIRONMENTAL PROTECTION AGENCY	41	38
DEFENSE ARMY	42	45
GOVERNMENT PRINTING OFFICE	43	43
DEFENSE OCHAMPUS	44	46
PANAMA CANAL COMMISSION	45	49

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TABLE I-8

COMPARATIVE RANKING FOR MINORITIES AND WOMEN
1983 AND 1984

AGENCY OR DEPARTMENT	RANK 1984	RANK 1983
COMMODITY FUTURES TRADING COMMISSION	46	31
NATIONAL GALLERY OF ART	47	--
NUCLEAR REGULATORY COMMISSION	48	37
EXPORT-IMPORT BANK	49	41
INTERSTATE COMMERCE COMMISSION	50	34
NATIONAL SCIENCE FOUNDATION	51	30
DEFENSE INVESTIGATIVE AGENCY	52	35
SECURITIES AND EXCHANGE COMMISSION	53	56
DEFENSE SUMMARY	54	52
ARMS CONTROL & DISARMAMENT AGENCY	55	40
AGRICULTURE	56	47
DEFENSE COMMUNICATIONS AGENCY	57	63
INTERNATIONAL TRADE COMMISSION	58	50
NATIONAL TRANSPORTATION SAFETY BOARD	59	51
FEDERAL MARITIME COMMISSION	60	53
DEFENSE NAVY	61	59
INTERIOR	62	57
DEFENSE AIR FORCE	63	60
TRANSPORTATION	64	61
DEFENSE INTELLIGENCE AGENCY	65	55
ENERGY	66	64
FEDERAL DEPOSIT INSURANCE CORPORATION	67	62
NATIONAL AERONAUTICS & SPACE ADMIN.	68	65
NATIONAL CREDIT UNION ADMINISTRATION	69	66
FARM CREDIT ADMINSTRATION	70	67
FEDERAL MEDIATION CONCILIATION SERVICE	71	58
DEFENSE OFFICE OF SECRETARY	72	68

The following agencies were not ranked because of a lack of complete white collar data:

ARMY/AIR FORCE EXCHANGE SERVICE
CENTRAL INTELLIGENCE AGENCY
DEFENSE AUDIOVISUAL AGENCY
DEFENSE NATIONAL GUARD BUREAU
DEFENSE NATIONAL SECURITY AGENCY
DEFENSE OFFICE DEPENDENTS SCHOOLS
EXECUTIVE OFFICE PRESIDENT
FEDERAL RESERVE BOARD
JUSTICE
TENNESSEE VALLEY AUTHORITY
US POSTAL SERVICE

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TABLE I-9

1984 COMPOSITE RANKING FOR MINORITIES AND WOMEN

AGENCY OR DEPARTMENT	COMPOSITE RANK
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1
COMMISSION ON CIVIL RIGHTS	2
EDUCATION	3
PEACE CORPS	4
SOLDIER'S AND AIRMEN'S HOME	5
SMITHSONIAN INSTITUTION	6
HEALTH AND HUMAN SERVICES	7
VETERANS ADMINISTRATION	8
ACTION	9
HOUSING & URBAN DEVELOPMENT	10
DEFENSE USUHS	11
NATIONAL ENDOWMENT FOR THE HUMANITIES	12
CONSUMER PRODUCT SAFETY COMMISSION	13
OFFICE OF PERSONNEL MANAGEMENT	14
GENERAL SERVICES ADMINISTRATION	15
NATIONAL ENDOWMENT FOR THE ARTS	16
MERIT SYSTEMS PROTECTION BOARD	17
RAILROAD RETIREMENT BOARD	18
LABOR	19
DEFENSE NUCLEAR AGENCY	20
FEDERAL TRADE COMMISSION	21
ADMINISTRATIVE OFFICE US COURTS	22
FEDERAL LABOR RELATIONS AUTHORITY	23
FEDERAL COMMUNICATIONS COMMISSION	24
SMALL BUSINESS ADMINISTRATION	25
PENSION BENEFIT GUARANTY CORPORATION	26
SELECTIVE SERVICE SYSTEM	27
US INFORMATION AGENCY	28
DEFENSE MAPPING AGENCY	29
DEFENSE LOGISTICS AGENCY	30
FEDERAL HOME LOAN BANK BOARD	31
COMMERCE	32
DEFENSE CONTRACT AUDIT AGENCY	33
FEDERAL ELECTION COMMISSION	34
OVERSEAS PRIVATE INVESTMENT CORPORATION	35
AGENCY FOR INTERNATIONAL DEVELOPMENT	36
FEDERAL EMERGENCY MANAGEMENT AGENCY	37
STATE	38
NATIONAL LABOR RELATIONS BOARD	39
TREASURY	40
ENVIRONMENTAL PROTECTION AGENCY	41
DEFENSE ARMY	42
GOVERNMENT PRINTING OFFICE	43
DEFENSE OCHAMPUS	44
PANAMA CANAL COMMISSION	45

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TABLE I-9

1984 COMPOSITE RANKING FOR MINORITIES AND WOMEN

AGENCY OR DEPARTMENT	COMPOSITE RANK
COMMODITY FUTURES TRADING COMMISSION	46
NATIONAL GALLERY OF ART	47
NUCLEAR REGULATORY COMMISSION	48
EXPORT-IMPORT BANK	49
INTERSTATE COMMERCE COMMISSION	50
NATIONAL SCIENCE FOUNDATION	51
DEFENSE INVESTIGATIVE AGENCY	52
SECURITIES AND EXCHANGE COMMISSION	53
DEFENSE SUMMARY	54
ARMS CONTROL & DISARMAMENT AGENCY	55
AGRICULTURE	56
DEFENSE COMMUNICATIONS AGENCY	57
INTERNATIONAL TRADE COMMISSION	58
NATIONAL TRANSPORTATION SAFETY BOARD	59
FEDERAL MARITIME COMMISSION	60
DEFENSE NAVY	61
INTERIOR	62
DEFENSE AIR FORCE	63
TRANSPORTATION	64
DEFENSE INTELLIGENCE AGENCY	65
ENERGY	66
FEDERAL DEPOSIT INSURANCE CORPORATION	67
NATIONAL AERONAUTICS & SPACE ADMIN.	68
NATIONAL CREDIT UNION ADMINISTRATION	69
FARM CREDIT ADMINSTRATION	70
FEDERAL MEDIATION CONCILIATION SERVICE	71
DEFENSE OFFICE OF SECRETARY	72

The following agencies were not ranked because of a lack of complete white collar data:

ARMY/AIR FORCE EXCHANGE SERVICE
CENTRAL INTELLIGENCE AGENCY
DEFENSE AUDIOVISUAL AGENCY
DEFENSE NATIONAL GUARD BUREAU
DEFENSE NATIONAL SECURITY AGENCY
DEFENSE OFFICE DEPENDENTS SCHOOLS
EXECUTIVE OFFICE PRESIDENT
FEDERAL RESERVE BOARD
JUSTICE
TENNESSEE VALLEY AUTHORITY
US POSTAL SERVICE

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TABLE I-10

RANKING BY DIFFERENCE IN AVERAGE GRADE, MALES - FEMALES,
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE MALE	AVE. GRADE FEMALE	DIFFERENCE MALE-FEMALE % OF AGENCY AVERAGE GRADE	RANK
NATIONAL GALLERY OF ART	520	6.77	6.04	8.10	-30.43	1
FEDERAL ELECTION COMMISSION	175	10.07	10.86	9.36	14.90	2
SMITHSONIAN INSTITUTION	1805	9.26	9.82	8.35	15.87	3
PEACE CORPS	729	9.57	10.71	8.91	18.81	4
VETERANS ADMINISTRATION	172036	7.62	8.57	7.04	20.08	5
SOLDIER'S AND AIRMEN'S HOME	450	7.08	8.03	6.60	20.20	6
PANAMA CANAL COMMISSION	796	9.04	9.74	7.58	23.89	7
NATIONAL ENDOWMENT FOR THE ARTS	206	9.32	11.12	8.71	25.86	8
DEFENSE MAPPING AGENCY	7659	9.78	10.56	8.00	26.18	9
US INFORMATION AGENCY	4202	11.15	12.45	9.49	26.55	10
COMMISSION ON CIVIL RIGHTS	189	10.73	12.61	9.63	27.77	11
EQUAL EMPLOYMENT OPPORTUNITY COMM	2768	10.18	11.82	8.99	27.80	12
DEFENSE USUHS	469	7.11	8.70	6.68	28.41	13
STATE	12301	10.39	11.59	8.62	28.59	14
NATIONAL CREDIT UNION ADMIN	611	10.48	11.25	8.20	29.10	15
GENERAL SERVICES ADMINISTRATION	17762	8.41	9.55	7.10	29.13	16
DEFENSE OCHAMPUS	167	9.61	11.22	8.33	30.07	17
FEDERAL HOME LOAN BANK BOARD	1347	10.28	11.45	8.35	30.16	18
RAILROAD RETIREMENT BOARD	1439	8.31	9.86	7.35	30.20	19
CONSUMER PRODUCT SAFETY COMMISSION	546	10.83	12.46	9.17	30.38	20
EDUCATION	4529	10.24	12.07	8.86	31.35	21
ACTION	459	10.49	12.30	8.93	32.13	22
FEDERAL LABOR RELATIONS AUTHORITY	167	11.64	13.71	9.90	32.73	23
OVERSEAS PRIVATE INVESTMENT CORP	118	10.73	12.93	9.31	33.74	24
ENVIRONMENTAL PROTECTION AGENCY	11113	10.62	11.97	8.37	33.90	25
DEFENSE INTELLIGENCE AGENCY	2387	10.92	12.19	8.48	33.97	26
DEFENSE CONTRACT AUDIT AGENCY	4146	10.34	11.41	7.81	34.82	27
FEDERAL DEPOSIT INSURANCE CORP	2931	10.62	11.81	8.05	35.40	28
FEDERAL EMERGENCY MANAGEMENT AGENCY	2175	10.43	11.98	8.24	35.86	29
INTERNATIONAL TRADE COMMISSION	376	10.20	12.02	8.36	35.88	30
SECURITIES AND EXCHANGE COMMISSION	1816	10.56	12.42	8.54	36.74	31
PENSION BENEFIT GUARANTY CORP	429	10.16	12.14	8.38	37.01	32
HOUSING & URBAN DEVELOPMENT	11711	10.06	11.93	8.19	37.18	33
FEDERAL TRADE COMMISSION	1176	10.84	13.00	8.97	37.18	34
TRANSPORTATION	55140	10.89	11.79	7.72	37.37	35
AGENCY FOR INTER DEVELOPMENT	3495	11.67	13.50	9.10	37.70	36
HEALTH AND HUMAN SERVICES	121373	8.49	10.65	7.44	37.81	37
COMMODITY FUTURES TRADING COMM	474	10.01	11.92	8.13	37.86	38
NATIONAL TRANSPORTATION SAFETY BD	262	11.86	13.38	8.84	38.28	39
EXPORT-IMPORT BANK	324	10.18	12.17	8.22	38.80	40
FARM CREDIT ADMINSTRATION	276	10.95	12.69	8.43	38.90	41
FEDERAL MEDIATION CONCILIATION SER.	329	12.73	13.75	8.79	38.96	42
NATIONAL ENDOWMENT FOR THE HUMAN	247	9.33	11.89	8.23	39.23	43
LABOR	16445	10.17	11.89	7.89	39.33	44
DEFENSE INVESTIGATIVE AGENCY	2388	8.78	10.16	6.68	39.64	45

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TABLE I-10

RANKING BY DIFFERENCE IN AVERAGE GRADE, MALES - FEMALES,
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE MALE	AVE. GRADE FEMALE	DIFFERENCE MALE-FEMALE % OF AGENCY AVERAGE GRADE	RANK
ADMINISTRATIVE OFFICE US COURTS	514	9.99	12.31	8.33	39.84	46
INTERSTATE COMMERCE COMMISSION	1047	10.48	12.31	8.12	39.98	47
GOVERNMENT WIDE (CPDF)	1437475	8.63	10.26	6.80	40.09	
AGRICULTURE	93634	8.58	9.75	6.30	40.21	48
ENERGY	14680	10.54	12.18	7.92	40.42	49
MERIT SYSTEMS PROTECTION BOARD	337	10.87	13.51	9.08	40.75	50
INTERIOR	47825	9.19	10.56	6.78	41.13	51
NATIONAL AERONAUTICS & SPACE ADMIN	20329	11.14	12.36	7.72	41.65	52
DEFENSE NUCLEAR AGENCY	343	9.50	11.41	7.45	41.68	53
DEFENSE LOGISTICS AGENCY	37716	8.16	9.79	6.38	41.79	54
ARMS CONTROL & DISARMAMENT AGENCY	139	10.54	13.23	8.81	41.94	55
FEDERAL MARITIME COMMISSION	212	10.13	12.00	7.74	42.05	56
FEDERAL COMMUNICATIONS COMMISSION	1822	9.99	12.02	7.80	42.24	57
DEFENSE ARMY	232163	8.11	9.70	6.23	42.79	58
DEFENSE NAVY	172534	8.43	9.95	6.29	43.42	59
DEFENSE SUMMARY	605681	8.28	9.90	6.28	43.72	60
DEFENSE COMMUNICATIONS AGENCY	1581	10.62	12.74	8.09	43.79	61
GOVERNMENT PRINTING OFFICE	2282	8.27	10.18	6.51	44.38	62
NUCLEAR REGULATORY COMMISSION	3441	11.68	13.60	8.31	45.29	63
SMALL BUSINESS ADMINISTRATION	4007	9.93	12.03	7.50	45.62	64
NATIONAL LABOR RELATIONS BOARD	2628	10.33	12.91	8.17	45.89	65
SELECTIVE SERVICE SYSTEM	261	7.79	10.51	6.88	46.60	66
COMMERCE	28527	9.56	11.48	7.00	46.86	67
DEFENSE AIR FORCE	140261	8.13	9.94	6.13	46.86	68
TREASURY	116072	8.18	10.39	6.36	49.27	69
OFFICE OF PERSONNEL MANAGEMENT	5606	8.03	10.48	6.49	49.69	70
DEFENSE OFFICE OF SECRETARY	1183	11.23	14.39	8.57	51.83	71
NATIONAL SCIENCE FOUNDATION	1040	9.46	13.01	7.79	55.18	72

FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF Report
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
DEFENSE OFFICE DEPENDENTS SCHOOLS	data not in CPDF Report
EXECUTIVE OFFICE PRESIDENT	data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	complete JUSTICE data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	does not use PATCO/white collar groupings
US POSTAL SERVICE	does not use PATCO/white collar groupings

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TABLE I-11

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - BLACKS,
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE BLACK	DIFFERENCE WHITE-BLACK % OF AGENCY AVERAGE GRADE	RANK
EQUAL EMPLOYMENT OPPORTUNITY COMM	2768	10.18	9.92	10.25	-3.24	1
DEFENSE MAPPING AGENCY	7659	9.78	9.92	8.82	11.25	2
DEFENSE NUCLEAR AGENCY	343	9.50	9.71	8.53	12.42	3
DEFENSE OCHAMPUS	167	9.61	9.94	8.71	12.80	4
AGRICULTURE	93634	8.58	8.72	7.49	14.34	5
PEACE CORPS	729	9.57	10.24	8.77	15.36	6
HOUSING & URBAN DEVELOPMENT	11711	10.06	10.56	8.98	15.71	7
COMMISSION ON CIVIL RIGHTS	189	10.73	11.51	9.65	17.33	8
SMALL BUSINESS ADMINISTRATION	4007	9.93	10.33	8.52	18.23	9
TRANSPORTATION	55140	10.89	11.15	9.05	19.28	10
DEFENSE CONTRACT AUDIT AGENCY	4146	10.34	10.56	8.56	19.34	11
DEFENSE INVESTIGATIVE AGENCY	2388	8.78	8.97	7.27	19.36	12
NATIONAL ENDOWMENT FOR THE ARTS	206	9.32	9.93	8.06	20.06	13
DEFENSE LOGISTICS AGENCY	37716	8.16	8.54	6.80	21.32	14
DEFENSE AIR FORCE	140261	8.13	8.39	6.64	21.53	15
DEFENSE COMMUNICATIONS AGENCY	1581	10.62	10.99	8.67	21.85	16
INTERIOR	47825	9.19	9.57	7.56	21.87	17
EDUCATION	4529	10.24	11.04	8.75	22.36	18
DEFENSE USUHS	469	7.11	7.29	5.66	22.93	19
LABOR	16445	10.17	10.74	8.40	23.01	20
DEFENSE ARMY	232163	8.11	8.39	6.52	23.06	21
ACTION	459	10.49	11.25	8.82	23.16	22
DEFENSE SUMMARY	605681	8.28	8.58	6.66	23.19	23
GENERAL SERVICES ADMINISTRATION	17762	8.41	8.99	7.02	23.42	24
OFFICE OF PERSONNEL MANAGEMENT	5606	8.03	8.61	6.71	23.66	25
ENERGY	14680	10.54	10.89	8.39	23.72	26
GOVERNMENTWIDE (CPDF)	1437475	8.63	9.02	6.95	23.99	
FEDERAL LABOR RELATIONS AUTHORITY	167	11.64	12.54	9.74	24.05	27
HEALTH AND HUMAN SERVICES	121373	8.49	9.15	7.10	24.15	28
FEDERAL HOME LOAN BANK BOARD	1347	10.28	10.76	8.21	24.81	29
DEFENSE NAVY	172534	8.43	8.76	6.61	25.50	30
NUCLEAR REGULATORY COMMISSION	3441	11.68	11.95	8.91	26.03	31
STATE	12301	10.39	10.85	8.14	26.08	32
VETERANS ADMINISTRATION	172036	7.62	8.04	6.05	26.12	33
COMMERCE	28527	9.56	9.97	7.47	26.15	34
FEDERAL EMERGENCY MANAGEMENT AGENCY	2175	10.43	10.85	8.12	26.17	35
NATIONAL AERONAUTICS & SPACE ADMIN	20329	11.14	11.41	8.41	26.93	36
CONSUMER PRODUCT SAFETY COMMISSION	546	10.83	11.48	8.55	27.05	37
TREASURY	116072	8.18	8.73	6.48	27.51	38
FEDERAL MEDIATION CONCILIATION SER	329	12.73	13.23	9.68	27.89	39
SELECTIVE SERVICE SYSTEM	261	7.79	8.52	6.32	28.24	40
NATIONAL CREDIT UNION ADMIN	611	10.48	10.87	7.90	28.34	41
DEFENSE INTELLIGENCE AGENCY	2387	10.92	11.34	8.24	28.39	42
MERIT SYSTEMS PROTECTION BOARD	337	10.87	11.93	8.82	28.61	43
NATIONAL ENDOWMENT FOR THE HUMAN	247	9.33	10.01	7.34	28.62	44
NATIONAL TRANSPORTATION SAFETY BD	262	11.86	12.47	9.02	29.09	45

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TABLE I-11

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - BLACKS,
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE BLACK	DIFFERENCE WHITE-BLACK % OF AGENCY AVERAGE GRADE	RANK
OVERSEAS PRIVATE INVESTMENT CORP	118	10.73	11.77	8.63	29.26	46
FEDERAL COMMUNICATIONS COMMISSION	1822	9.99	10.96	7.81	31.53	47
ARMS CONTROL & DISARMAMENT AGENCY	139	10.54	11.40	8.07	31.59	48
NATIONAL LABOR RELATIONS BOARD	2628	10.33	11.15	7.83	32.14	49
ENVIRONMENTAL PROTECTION AGENCY	11113	10.62	11.17	7.74	32.30	50
FEDERAL DEPOSIT INSURANCE CORP	2931	10.62	11.13	7.68	32.49	51
FEDERAL ELECTION COMMISSION	175	10.07	10.93	7.62	32.87	52
DEFENSE OFFICE OF SECRETARY	1183	11.23	11.58	7.77	33.93	53
AGENCY FOR INTER DEVELOPMENT	3495	11.67	12.65	8.69	33.93	54
RAILROAD RETIREMENT BOARD	1439	8.31	9.28	6.44	34.18	55
EXPORT-IMPORT BANK	324	10.18	11.02	7.46	34.97	56
NATIONAL SCIENCE FOUNDATION	1040	9.46	10.59	7.24	35.41	57
ADMINISTRATIVE OFFICE US COURTS	514	9.99	11.21	7.49	37.24	58
US INFORMATION AGENCY	4202	11.15	12.13	7.83	38.57	59
SMITHSONIAN INSTITUTION	1805	9.26	10.21	6.55	39.52	60
PANAMA CANAL COMMISSION	796	9.04	9.55	5.87	40.71	61
FARM CREDIT ADMINSTRATION	276	10.95	11.58	7.08	41.10	62
COMMODITY FUTURES TRADING COMM	474	10.01	11.30	7.13	41.66	63
SECURITIES AND EXCHANGE COMMISSION	1816	10.56	11.80	7.38	41.86	64
INTERSTATE COMMERCE COMMISSION	1047	10.48	11.84	7.40	42.37	65
GOVERNMENT PRINTING OFFICE	2282	8.27	10.08	6.51	43.17	66
FEDERAL MARITIME COMMISSION	212	10.13	11.37	6.93	43.83	67
SOLDIER'S AND AIRMEN'S HOME	450	7.08	8.87	5.76	43.93	68
FEDERAL TRADE COMMISSION	1176	10.84	12.51	7.71	44.28	69
PENSION BENEFIT GUARANTY CORP	429	10.16	11.95	7.43	44.49	70
INTERNATIONAL TRADE COMMISSION	376	10.20	11.58	6.75	47.35	71
NATIONAL GALLERY OF ART	520	6.77	9.48	4.72	70.31	72

FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF Report
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
DEFENSE OFFICE DEPENDENTS SCHOOLS	data not in CPDF Report
EXECUTIVE OFFICE PRESIDENT	data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	complete JUSTICE data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	does not use PATCO/white collar groupings
US POSTAL SERVICE	does not use PATCO/white collar groupings

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TABLE I-12

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - HISPANICS,
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE HISP	DIFFERENCE WHITE-HISPANIC % OF AGENCY AVERAGE GRADE	RANK
NATIONAL ENDOWMENT FOR THE HUMAN	247	9.33	10.01	13.50	-37.41	1
ADMINISTRATIVE OFFICE US COURTS	514	9.99	11.21	12.75	-15.42	2
EQUAL EMPLOYMENT OPPORTUNITY COMM	2768	10.18	9.92	10.85	-9.14	3
FEDERAL MEDIATION CONCILIATION SER	329	12.73	13.23	14.00	-6.05	4
SMITHSONIAN INSTITUTION	1805	9.26	10.21	10.71	-5.40	5
EDUCATION	4529	10.24	11.04	11.29	-2.44	6
COMMISSION ON CIVIL RIGHTS	189	10.73	11.51	11.73	-2.05	7
DEFENSE MAPPING AGENCY	7659	9.78	9.92	9.93	-0.10	8
CONSUMER PRODUCT SAFETY COMMISSION	546	10.83	11.48	11.25	2.12	9
NATIONAL TRANSPORTATION SAFETY BD	262	11.86	12.47	12.20	2.28	10
PEACE CORPS	729	9.57	10.24	10.00	2.51	11
FEDERAL MARITIME COMMISSION	212	10.13	11.37	11.00	3.65	12
AGENCY FOR INTER DEVELOPMENT	3495	11.67	12.65	12.14	4.37	13
COMMERCE	28527	9.56	9.97	9.47	5.23	14
DEFENSE INTELLIGENCE AGENCY	2387	10.92	11.34	10.69	5.95	15
LABOR	16445	10.17	10.74	10.04	6.88	16
NUCLEAR REGULATORY COMMISSION	3441	11.68	11.95	11.12	7.11	17
DEFENSE INVESTIGATIVE AGENCY	2388	8.78	8.97	8.30	7.63	18
SMALL BUSINESS ADMINISTRATION	4007	9.93	10.33	9.56	7.75	19
OFFICE OF PERSONNEL MANAGEMENT	5606	8.03	8.61	7.97	7.97	20
FEDERAL EMERGENCY MANAGEMENT AGENCY	2175	10.43	10.85	9.96	8.53	21
VETERANS ADMINISTRATION	172036	7.62	8.04	7.38	8.66	22
US INFORMATION AGENCY	4202	11.15	12.13	11.16	8.70	23
STATE	12301	10.39	10.85	9.88	9.34	24
DEFENSE OFFICE OF SECRETARY	1183	11.23	11.58	10.50	9.62	25
DEFENSE CONTRACT AUDIT AGENCY	4146	10.34	10.56	9.55	9.77	26
SOLDIER'S AND AIRMEN'S HOME	450	7.08	8.87	8.13	10.45	27
DEFENSE LOGISTICS AGENCY	37716	8.16	8.54	7.65	10.91	28
HOUSING & URBAN DEVELOPMENT	11711	10.06	10.56	9.45	11.03	29
ACTION	459	10.49	11.25	10.05	11.44	30
NATIONAL AERONAUTICS & SPACE ADMIN	20329	11.14	11.41	10.04	12.30	31
TRANSPORTATION	55140	10.89	11.15	9.76	12.76	32
AGRICULTURE	93634	8.58	8.72	7.62	12.82	33
FEDERAL HOME LOAN BANK BOARD	1347	10.28	10.76	9.35	13.72	34
HEALTH AND HUMAN SERVICES	121373	8.49	9.15	7.98	13.78	35
DEFENSE AIR FORCE	140261	8.13	8.39	7.14	15.38	36
FEDERAL DEPOSIT INSURANCE CORP	2931	10.62	11.13	9.48	15.54	37
GOVERNMENTWIDE (CPDF)	1437475	8.63	9.02	7.67	15.64	
DEFENSE ARMY	232163	8.11	8.39	7.12	15.66	38
DEFENSE NUCLEAR AGENCY	343	9.50	9.71	8.19	16.00	39
DEFENSE NAVY	172534	8.43	8.76	7.41	16.01	40
DEFENSE SUMMARY	605681	8.28	8.58	7.25	16.06	41
NATIONAL LABOR RELATIONS BOARD	2628	10.33	11.15	9.48	16.17	42
GENERAL SERVICES ADMINISTRATION	17762	8.41	8.99	7.62	16.29	43
EXPORT-IMPORT BANK	324	10.18	11.02	9.33	16.60	44
ENVIRONMENTAL PROTECTION AGENCY	11113	10.62	11.17	9.35	17.14	45

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TABLE I-12

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - HISPANICS,
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE HISP	DIFFERENCE WHITE-HISPANIC % OF AGENCY AVERAGE GRADE	RANK
PANAMA CANAL COMMISSION	796	9.04	9.55	7.93	17.92	46
INTERIOR	47825	9.19	9.57	7.85	18.72	47
MERIT SYSTEMS PROTECTION BOARD	337	10.87	11.93	9.89	18.77	48
FEDERAL ELECTION COMMISSION	175	10.07	10.93	9.00	19.17	49
NATIONAL SCIENCE FOUNDATION	1040	9.46	10.59	8.73	19.66	50
COMMODITY FUTURES TRADING COMM	474	10.01	11.30	9.20	20.98	51
NATIONAL CREDIT UNION ADMIN	611	10.48	10.87	8.64	21.28	52
DEFENSE COMMUNICATIONS AGENCY	1581	10.62	10.99	8.67	21.85	53
FEDERAL TRADE COMMISSION	1176	10.84	12.51	10.07	22.51	54
INTERSTATE COMMERCE COMMISSION	1047	10.48	11.84	9.47	22.61	55
TREASURY	116072	8.18	8.73	6.84	23.11	56
PENSION BENEFIT GUARANTY CORP	429	10.16	11.95	9.60	23.13	57
GOVERNMENT PRINTING OFFICE	2282	8.27	10.08	8.16	23.22	58
ENERGY	14680	10.54	10.89	8.44	23.24	59
FEDERAL COMMUNICATIONS COMMISSION	1822	9.99	10.96	8.33	26.33	60
DEFENSE USUHS	469	7.11	7.29	5.40	26.58	61
SECURITIES AND EXCHANGE COMMISSION	1816	10.56	11.80	8.88	27.65	62
SELECTIVE SERVICE SYSTEM	261	7.79	8.52	6.33	28.11	63
RAILROAD RETIREMENT BOARD	1439	8.31	9.28	6.52	33.21	64
DEFENSE OCHAMPUS	167	9.61	9.94	6.71	33.61	65
NATIONAL GALLERY OF ART	520	6.77	9.48	7.14	34.56	66
INTERNATIONAL TRADE COMMISSION	376	10.20	11.58	7.50	40.00	67
FARM CREDIT ADMINSTRATION	276	10.95	11.58	7.00	41.83	68
FEDERAL LABOR RELATIONS AUTHORITY	167	11.64	12.54	7.00	47.59	69
NATIONAL ENDOWMENT FOR THE ARTS	206	9.32	9.93	5.00	52.90	70
OVERSEAS PRIVATE INVESTMENT CORP	118	10.73	11.77	5.50	58.43	71
ARMS CONTROL & DISARMAMENT AGENCY	139	10.54	11.40	0.00	NA	72

FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF Report
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
DEFENSE OFFICE DEPENDENTS SCHOOLS	data not in CPDF Report
EXECUTIVE OFFICE PRESIDENT	data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	complete JUSTICE data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	does not use PATCO/white collar groupings
US POSTAL SERVICE	does not use PATCO/white collar groupings

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TABLE I-13

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - ASIANS,
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE ASIAN	DIFFERENCE WHITE-ASIAN % OF AGENCY AVERAGE GRADE	RANK
PEACE CORPS	729	9.57	10.24	13.00	-28.84	1
NATIONAL ENDOWMENT FOR THE HUMAN	247	9.33	10.01	12.67	-28.51	2
VETERANS ADMINISTRATION	172036	7.62	8.04	10.02	-25.98	3
DEFENSE NUCLEAR AGENCY	343	9.50	9.71	11.40	-17.79	4
DEFENSE USUHS	469	7.11	7.29	8.43	-16.03	5
SMITHSONIAN INSTITUTION	1805	9.26	10.21	11.61	-15.12	6
FEDERAL MEDIATION CONCILIATION SER	329	12.73	13.23	15.00	-13.90	7
FEDERAL EMERGENCY MANAGEMENT AGENCY	2175	10.43	10.85	12.00	-11.03	8
EQUAL EMPLOYMENT OPPORTUNITY COMM	2768	10.18	9.92	11.04	-11.00	9
NUCLEAR REGULATORY COMMISSION	3441	11.68	11.95	13.22	-10.87	10
COMMISSION ON CIVIL RIGHTS	189	10.73	11.51	12.50	-9.23	11
AGRICULTURE	93634	8.58	8.72	9.50	-9.09	12
COMMERCE	28527	9.56	9.97	10.77	-8.37	13
DEFENSE INTELLIGENCE AGENCY	2387	10.92	11.34	12.20	-7.88	14
ARMS CONTROL & DISARMAMENT AGENCY	139	10.54	11.40	12.00	-5.69	15
SOLDIER'S AND AIRMEN'S HOME	450	7.08	8.87	9.26	-5.51	16
RAILROAD RETIREMENT BOARD	1439	8.31	9.28	9.67	-4.69	17
FARM CREDIT ADMINSTRATION	276	10.95	11.58	12.00	-3.84	18
HEALTH AND HUMAN SERVICES	121373	8.49	9.15	9.47	-3.77	19
OVERSEAS PRIVATE INVESTMENT CORP	118	10.73	11.77	12.00	-2.14	20
CONSUMER PRODUCT SAFETY COMMISSION	546	10.83	11.48	11.67	-1.75	21
ENVIRONMENTAL PROTECTION AGENCY	11113	10.62	11.17	11.33	-1.51	22
ENERGY	14680	10.54	10.89	11.03	-1.33	23
EDUCATION	4529	10.24	11.04	11.16	-1.17	24
DEFENSE ARMY	232163	8.11	8.39	8.25	1.73	25
INTERNATIONAL TRADE COMMISSION	376	10.20	11.58	11.40	1.76	26
DEFENSE MAPPING AGENCY	7659	9.78	9.92	9.74	1.84	27
GOVERNMENTWIDE (CPDF)	1437475	8.63	9.02	8.82	2.32	
NATIONAL AERONAUTICS & SPACE ADMIN	20329	11.14	11.41	11.15	2.33	28
INTERIOR	47825	9.19	9.57	9.30	2.94	29
GENERAL SERVICES ADMINISTRATION	17762	8.41	8.99	8.70	3.45	30
DEFENSE LOGISTICS AGENCY	37716	8.16	8.54	8.20	4.17	31
US INFORMATION AGENCY	4202	11.15	12.13	11.64	4.39	32
DEFENSE CONTRACT AUDIT AGENCY	4146	10.34	10.56	10.08	4.64	33
TREASURY	116072	8.18	8.73	8.34	4.77	34
TRANSPORTATION	55140	10.89	11.15	10.61	4.96	35
FEDERAL HOME LOAN BANK BOARD	1347	10.28	10.76	10.23	5.16	36
DEFENSE COMMUNICATIONS AGENCY	1581	10.62	10.99	10.40	5.56	37
DEFENSE INVESTIGATIVE AGENCY	2388	8.78	8.97	8.48	5.58	38
STATE	12301	10.39	10.85	10.27	5.58	39
DEFENSE SUMMARY	605681	8.28	8.58	8.11	5.68	40
PANAMA CANAL COMMISSION	796	9.04	9.55	9.00	6.08	41
FEDERAL COMMUNICATIONS COMMISSION	1822	9.99	10.96	10.33	6.31	42
AGENCY FOR INTER DEVELOPMENT	3495	11.67	12.65	11.91	6.34	43
HOUSING & URBAN DEVELOPMENT	11711	10.06	10.56	9.91	6.46	44
ACTION	459	10.49	11.25	10.50	7.15	45

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TABLE I-13

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - ASIANS,
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE ASIAN	DIFFERENCE WHITE-ASIAN % OF AGENCY AVERAGE GRADE	RANK
EXPORT-IMPORT BANK	324	10.18	11.02	10.20	8.06	46
DEFENSE AIR FORCE	140261	8.13	8.39	7.73	8.12	47
SMALL BUSINESS ADMINISTRATION	4007	9.93	10.33	9.52	8.16	48
DEFENSE NAVY	172534	8.43	8.76	8.04	8.54	49
SECURITIES AND EXCHANGE COMMISSION	1816	10.56	11.80	10.81	9.38	50
DEFENSE OFFICE OF SECRETARY	1183	11.23	11.58	10.50	9.62	51
NATIONAL ENDOWMENT FOR THE ARTS	206	9.32	9.93	9.00	9.98	52
NATIONAL CREDIT UNION ADMIN	611	10.48	10.87	9.75	10.69	53
NATIONAL SCIENCE FOUNDATION	1040	9.46	10.59	9.50	11.52	54
GOVERNMENT PRINTING OFFICE	2282	8.27	10.08	9.10	11.85	55
PENSION BENEFIT GUARANTY CORP	429	10.16	11.95	10.57	13.58	56
LABOR	16445	10.17	10.74	9.32	13.96	57
FEDERAL TRADE COMMISSION	1176	10.84	12.51	10.67	16.97	58
NATIONAL LABOR RELATIONS BOARD	2628	10.33	11.15	9.27	18.20	59
ADMINISTRATIVE OFFICE US COURTS	514	9.99	11.21	9.33	18.82	60
FEDERAL DEPOSIT INSURANCE CORP	2931	10.62	11.13	9.05	19.59	61
OFFICE OF PERSONNEL MANAGEMENT	5606	8.03	8.61	7.00	20.05	62
NATIONAL TRANSPORTATION SAFETY BD	262	11.86	12.47	10.00	20.83	63
INTERSTATE COMMERCE COMMISSION	1047	10.48	11.84	9.50	22.33	64
FEDERAL LABOR RELATIONS AUTHORITY	167	11.64	12.54	9.50	26.12	65
NATIONAL GALLERY OF ART	520	6.77	9.48	7.71	26.14	66
FEDERAL MARITIME COMMISSION	212	10.13	11.37	8.33	30.01	67
FEDERAL ELECTION COMMISSION	175	10.07	10.93	7.67	32.37	68
MERIT SYSTEMS PROTECTION BOARD	337	10.87	11.93	8.40	32.47	69
COMMODITY FUTURES TRADING COMM	474	10.01	11.30	6.75	45.45	70
SELECTIVE SERVICE SYSTEM	261	7.79	8.52	4.00	58.02	71
DEFENSE OCHAMPUS	167	9.61	9.94	0.00	NA	72

FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF Report
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
DEFENSE OFFICE DEPENDENTS SCHOOLS	data not in CPDF Report
EXECUTIVE OFFICE PRESIDENT	data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	complete JUSTICE data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	does not use PATCO/white collar groupings
US POSTAL SERVICE	does not use PATCO/white collar groupings

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TABLE I-14

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - AMERICAN INDIANS,
AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE AMERIND	DIFFERENCE WHITE-AMERIND % OF AGENCY AVERAGE GRADE	RANK
DEFENSE USUHS	469	7.11	7.29	15.00	-108.44	1
PANAMA CANAL COMMISSION	796	9.04	9.55	12.00	-27.10	2
SMITHSONIAN INSTITUTION	1805	9.26	10.21	12.00	-19.33	3
ADMINISTRATIVE OFFICE US COURTS	514	9.99	11.21	13.00	-17.92	4
ACTION	459	10.49	11.25	12.33	-10.30	5
EQUAL EMPLOYMENT OPPORTUNITY COMM	2768	10.18	9.92	10.67	-7.37	6
SMALL BUSINESS ADMINISTRATION	4007	9.93	10.33	11.06	-7.35	7
NATIONAL TRANSPORTATION SAFETY BD	262	11.86	12.47	13.00	-4.47	8
FEDERAL LABOR RELATIONS AUTHORITY	167	11.64	12.54	13.00	-3.95	9
FEDERAL COMMUNICATIONS COMMISSION	1822	9.99	10.96	11.30	-3.40	10
INTERSTATE COMMERCE COMMISSION	1047	10.48	11.84	12.00	-1.53	11
DEFENSE CONTRACT AUDIT AGENCY	4146	10.34	10.56	10.45	1.06	12
AGENCY FOR INTER DEVELOPMENT	3495	11.67	12.65	12.50	1.29	13
FEDERAL EMERGENCY MANAGEMENT AGENCY	2175	10.43	10.85	10.64	2.01	14
DEFENSE LOGISTICS AGENCY	37716	8.16	8.54	8.27	3.31	15
COMMERCE	28527	9.56	9.97	9.64	3.45	16
HOUSING & URBAN DEVELOPMENT	11711	10.06	10.56	10.14	4.17	17
FEDERAL TRADE COMMISSION	1176	10.84	12.51	12.00	4.70	18
LABOR	16445	10.17	10.74	10.26	4.72	19
FEDERAL HOME LOAN BANK BOARD	1347	10.28	10.76	10.20	5.45	20
GENERAL SERVICES ADMINISTRATION	17762	8.41	8.99	8.47	6.18	21
NUCLEAR REGULATORY COMMISSION	3441	11.68	11.95	11.14	6.93	22
CONSUMER PRODUCT SAFETY COMMISSION	546	10.83	11.48	10.67	7.48	23
GOVERNMENT PRINTING OFFICE	2282	8.27	10.08	9.40	8.22	24
DEFENSE AIR FORCE	140261	8.13	8.39	7.72	8.24	25
OFFICE OF PERSONNEL MANAGEMENT	5606	8.03	8.61	7.87	9.22	26
DEFENSE OFFICE OF SECRETARY	1183	11.23	11.58	10.50	9.62	27
TRANSPORTATION	55140	10.89	11.15	10.10	9.64	28
DEFENSE OCHAMPUS	167	9.61	9.94	9.00	9.78	29
DEFENSE MAPPING AGENCY	7659	9.78	9.92	8.92	10.22	30
DEFENSE ARMY	232163	8.11	8.39	7.54	10.48	31
FEDERAL DEPOSIT INSURANCE CORP	2931	10.62	11.13	10.00	10.64	32
DEFENSE SUMMARY	605681	8.28	8.58	7.62	11.59	33
NATIONAL AERONAUTICS & SPACE ADMIN	20329	11.14	11.41	10.06	12.12	34
STATE	12301	10.39	10.85	9.54	12.61	35
EDUCATION	4529	10.24	11.04	9.68	13.28	36
US INFORMATION AGENCY	4202	11.15	12.13	10.50	14.62	37
TREASURY	116072	8.18	8.73	7.41	16.14	38
DEFENSE INVESTIGATIVE AGENCY	2388	8.78	8.97	7.50	16.74	39
AGRICULTURE	93634	8.58	8.72	7.28	16.78	40
DEFENSE NAVY	172534	8.43	8.76	7.26	17.79	41
GOVERNMENTWIDE (CPDF)	1437475	8.63	9.02	7.35	19.35	
VETERANS ADMINISTRATION	172036	7.62	8.04	6.45	20.87	42
ENERGY	14680	10.54	10.89	8.68	20.97	43
INTERIOR	47825	9.19	9.57	7.52	22.31	44
MERIT SYSTEMS PROTECTION BOARD	337	10.87	11.93	9.50	22.36	45

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TABLE I-14

RANKING BY DIFFERENCE IN AVERAGE GRADE, WHITES - AMERICAN INDIANS, AS A % OF AGENCY WHITE COLLAR AVERAGE GRADE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL NUMBER	AVE. GRADE ALL	AVE. GRADE WHITE	AVE. GRADE AMERIND	DIFFERENCE WHITE-AMERIND % OF AGENCY AVERAGE GRADE	RANK
DEFENSE COMMUNICATIONS AGENCY	1581	10.62	10.99	8.60	22.50	46
NATIONAL CREDIT UNION ADMIN	611	10.48	10.87	8.50	22.61	47
DEFENSE INTELLIGENCE AGENCY	2387	10.92	11.34	8.73	23.90	48
ENVIRONMENTAL PROTECTION AGENCY	11113	10.62	11.17	8.50	25.14	49
HEALTH AND HUMAN SERVICES	121373	8.49	9.15	6.45	31.80	50
ARMS CONTROL & DISARMAMENT AGENCY	139	10.54	11.40	8.00	32.26	51
RAILROAD RETIREMENT BOARD	1439	8.31	9.28	6.50	33.45	52
SOLDIER'S AND AIRMEN'S HOME	450	7.08	8.87	6.00	40.54	53
NATIONAL LABOR RELATIONS BOARD	2628	10.33	11.15	5.75	52.27	54
NATIONAL GALLERY OF ART	520	6.77	9.48	4.50	73.56	55
SECURITIES AND EXCHANGE COMMISSION	1816	10.56	11.80	4.00	73.86	56
NATIONAL SCIENCE FOUNDATION	1040	9.46	10.59	0.00	NA	57
PEACE CORPS	729	9.57	10.24	0.00	NA	57
COMMODITY FUTURES TRADING COMM	474	10.01	11.30	0.00	NA	57
PENSION BENEFIT GUARANTY CORP	429	10.16	11.95	0.00	NA	57
INTERNATIONAL TRADE COMMISSION	376	10.20	11.58	0.00	NA	57
DEFENSE NUCLEAR AGENCY	343	9.50	9.71	0.00	NA	57
FEDERAL MEDIATION CONCILIATION SER.	329	12.73	13.23	0.00	NA	57
EXPORT-IMPORT BANK	324	10.18	11.02	0.00	NA	57
FARM CREDIT ADMINSTRATION	276	10.95	11.58	0.00	NA	57
SELECTIVE SERVICE SYSTEM	261	7.79	8.52	0.00	NA	57
NATIONAL ENDOWMENT FOR THE HUMAN	247	9.33	10.01	0.00	NA	57
FEDERAL MARITIME COMMISSION	212	10.13	11.37	0.00	NA	57
NATIONAL ENDOWMENT FOR THE ARTS	206	9.32	9.93	0.00	NA	57
COMMISSION ON CIVIL RIGHTS	189	10.73	11.51	0.00	NA	57
FEDERAL ELECTION COMMISSION	175	10.07	10.93	0.00	NA	57
OVERSEAS PRIVATE INVESTMENT CORP	118	10.73	11.77	0.00	NA	57

FOOTNOTES:

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF Report
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF Report
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF Report
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
DEFENSE OFFICE DEPENDENTS SCHOOLS	data not in CPDF Report
EXECUTIVE OFFICE PRESIDENT	data not in CPDF Report
FEDERAL RESERVE BOARD	data not in CPDF Report
JUSTICE	complete JUSTICE data not in CPDF Report
TENNESSEE VALLEY AUTHORITY	does not use PATCO/white collar groupings
US POSTAL SERVICE	does not use PATCO/white collar groupings

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TABLE I-15

RANKING BY % OF FEMALES IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL PROF NUMBER	FEMALE PROF NUMBER	FEMALE PROF %	RANK
DEFENSE INVESTIGATIVE AGENCY	2	2	100.00	1
DEFENSE OFFICE DEPENDENTS SCHOOLS*	10,949	8,049	73.51	2
SOLDIER'S AND AIRMEN'S HOME	116	85	73.28	3
SELECTIVE SERVICE SYSTEM*	3	2	66.67	4
NATIONAL GALLERY OF ART	58	36	62.07	5
VETERANS ADMINISTRATION*	65,210	40,305	61.81	6
PEACE CORPS	15	9	60.00	7
NATIONAL ENDOWMENT FOR THE HUMAN.	81	47	58.02	8
COMMISSION ON CIVIL RIGHTS	26	14	53.85	9
HEALTH AND HUMAN SERVICES	16,249	6,901	42.47	10
DEFENSE USUHS	217	88	40.55	11
MERIT SYSTEMS PROTECTION BOARD	153	61	39.87	12
EQUAL EMPLOYMENT OPPORTUNITY COMM	399	155	38.85	13
FEDERAL RESERVE BOARD	771	293	38.00	14
FARM CREDIT ADMINSTRATION	19	7	36.84	15
EXECUTIVE OFFICE PRESIDENT	177	63	35.59	16
EDUCATION	1,228	432	35.18	17
INTERNATIONAL TRADE COMMISSION	77	27	35.06	18
FEDERAL HOME LOAN BANK BOARD	98	34	34.69	19
CONSUMER PRODUCT SAFETY COMMISSION	139	47	33.81	20
GOVERNMENT PRINTING OFFICE	102	34	33.33	21
DEFENSE OCHAMPUS	28	9	32.14	22
DEFENSE NUCLEAR AGENCY	98	31	31.63	23
FEDERAL LABOR RELATIONS AUTHORITY	74	23	31.08	24
NATIONAL LABOR RELATIONS BOARD	979	304	31.05	25
PENSION BENEFIT GUARANTY CORP	159	47	29.56	26
SECURITIES AND EXCHANGE COMMISSION	755	219	29.01	27
COMMODITY FUTURES TRADING COMM	209	60	28.71	28
OFFICE OF PERSONNEL MANAGEMENT	203	57	28.08	29
NATIONAL ENDOWMENT FOR THE ARTS	11	3	27.27	30
EXPORT-IMPORT BANK	59	16	27.12	31
FEDERAL TRADE COMMISSION	558	150	26.88	32
US INFORMATION AGENCY	1,198	317	26.46	33
JUSTICE*	6,049	1,516	25.06	34
LABOR	3,145	782	24.86	35
TOTAL CPDF	326,330	81,080	24.85	
FEDERAL MARITIME COMMISSION	33	8	24.24	36
TREASURY	18,876	4,547	24.09	37
OVERSEAS PRIVATE INVESTMENT CORP	21	5	23.81	38
FEDERAL DEPOSIT INSURANCE CORP	156	37	23.72	39
ADMINISTRATIVE OFFICE US COURTS	85	20	23.53	40
RAILROAD RETIREMENT BOARD	39	9	23.08	41
SMITHSONIAN INSTITUTION	392	88	22.45	42
FEDERAL ELECTION COMMISSION	38	8	21.05	43
HOUSING & URBAN DEVELOPMENT	1,345	259	19.26	44
SMALL BUSINESS ADMINISTRATION	317	61	19.24	45

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TABLE I-15

RANKING BY % OF FEMALES IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL PROF NUMBER	FEMALE PROF NUMBER	FEMALE PROF %	RANK
DEFENSE CONTRACT AUDIT AGENCY	3,450	639	18.52	46
DEFENSE MAPPING AGENCY	4,501	828	18.40	47
ENVIRONMENTAL PROTECTION AGENCY*	5,257	954	18.15	48
NATIONAL SCIENCE FOUNDATION	316	56	17.72	49
PANAMA CANAL COMMISSION	102	18	17.65	50
GENERAL SERVICES ADMINISTRATION	1,629	282	17.31	51
DEFENSE ARMY	43,323	7,329	16.92	52
STATE	3,673	620	16.88	53
INTERSTATE COMMERCE COMMISSION	240	40	16.67	54
COMMERCE	9,876	1,574	15.94	55
ACTION	19	3	15.79	56
FEDERAL COMMUNICATIONS COMMISSION	683	96	14.06	57
DEFENSE SUMMARY	114,743	15,980	13.93	58
DEFENSE INTELLIGENCE AGENCY	160	22	13.75	59
NATIONAL TRANSPORTATION SAFETY BD	44	6	13.64	60
ARMS CONTROL & DISARMAMENT AGENCY	60	8	13.33	61
AGENCY FOR INTER DEVELOPMENT	818	105	12.84	62
FEDERAL EMERGENCY MANAGEMENT AGENCY	309	38	12.30	63
DEFENSE AIR FORCE	18,158	2,173	11.97	64
ENERGY	5,390	628	11.65	65
DEFENSE LOGISTICS AGENCY	1,860	211	11.34	66
DEFENSE NAVY	41,244	4,397	10.66	67
INTERIOR	15,693	1,586	10.11	68
AGRICULTURE	32,297	3,218	9.96	69
DEFENSE COMMUNICATIONS AGENCY	364	36	9.89	70
NATIONAL CREDIT UNION ADMIN	450	44	9.78	71
TRANSPORTATION	6,352	523	8.23	72
NUCLEAR REGULATORY COMMISSION	1,970	161	8.17	73
NATIONAL AERONAUTICS & SPACE ADMIN	11,240	911	8.10	74
DEFENSE OFFICE OF THE SECRETARY	285	23	8.07	75
FEDERAL MEDIATION CONCILIATION SER.	3	0	0.00	76

FOOTNOTES:
* DATA OBTAINED FROM FY 1984 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF or FY 1984 Reports
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF or FY 1984 Reports
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1984 Reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
TENNESSEE VALLEY AUTHORITY	data not in CPDF or FY 1984 Reports
US POSTAL SERVICE	data not in CPDF or FY 1984 Reports

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TABLE I-16

RANKING BY % OF MINORITIES IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL PROF NUMBER	MINORITY PROF NUMBER	MINORITY PROF %	RANK
COMMISSION ON CIVIL RIGHTS	26	14	53.85	1
SOLDIER'S AND AIRMEN'S HOME	116	58	50.00	2
EQUAL EMPLOYMENT OPPORTUNITY COMM	399	172	43.11	3
PEACE CORPS	15	5	33.33	4
SELECTIVE SERVICE SYSTEM*	3	1	33.33	5
SMITHSONIAN INSTITUTION	392	121	30.87	6
HOUSING & URBAN DEVELOPMENT	1,345	316	23.49	7
EDUCATION	1,228	279	22.72	8
PENSION BENEFIT GUARANTY CORP	159	34	21.38	9
ACTION	19	4	21.05	10
MERIT SYSTEMS PROTECTION BOARD	153	32	20.92	11
HEALTH AND HUMAN SERVICES	16,249	3,395	20.89	12
OFFICE OF PERSONNEL MANAGEMENT	203	41	20.20	13
VETERANS ADMINISTRATION*	65,210	13,074	20.05	14
EXPORT-IMPORT BANK	59	11	18.64	15
FEDERAL RESERVE BOARD	771	135	17.51	16
SMALL BUSINESS ADMINISTRATION	317	55	17.35	17
TREASURY	18,876	2,994	15.86	18
PANAMA CANAL COMMISSION	102	16	15.69	19
FEDERAL COMMUNICATIONS COMMISSION	683	107	15.67	20
DEFENSE CONTRACT AUDIT AGENCY	3,450	527	15.28	21
GENERAL SERVICES ADMINISTRATION	1,629	247	15.16	22
GOVERNMENT PRINTING OFFICE	102	15	14.71	23
NATIONAL LABOR RELATIONS BOARD	979	143	14.61	24
TOTAL CPDF	326,330	47,008	14.41	
AGENCY FOR INTER DEVELOPMENT	818	117	14.30	25
FEDERAL HOME LOAN BANK BOARD	98	14	14.29	26
LABOR	3,145	438	13.93	27
DEFENSE SUMMARY	114,743	15,274	13.31	28
DEFENSE NAVY	41,244	5,363	13.00	29
DEFENSE LOGISTICS AGENCY	1,860	238	12.80	30
DEFENSE ARMY	43,323	5,508	12.71	31
TRANSPORTATION	6,352	806	12.69	32
COMMERCE	9,876	1,250	12.66	33
DEFENSE MAPPING AGENCY	4,501	562	12.49	34
US INFORMATION AGENCY	1,198	148	12.35	35
FEDERAL EMERGENCY MANAGEMENT AGENCY	309	38	12.30	36
FEDERAL MARITIME COMMISSION	33	4	12.12	37
INTERSTATE COMMERCE COMMISSION	240	28	11.67	38
DEFENSE USUHS	217	25	11.52	39
CONSUMER PRODUCT SAFETY COMMISSION	139	16	11.51	40
NATIONAL TRANSPORTATION SAFETY BD	44	5	11.36	41
NATIONAL ENDOWMENT FOR THE HUMAN.	81	9	11.11	42
FEDERAL DEPOSIT INSURANCE CORP	156	17	10.90	43
FEDERAL LABOR RELATIONS AUTHORITY	74	8	10.81	44
FARM CREDIT ADMINSTRATION	19	2	10.53	45

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RANKING BY % OF MINORITIES IN PROFESSIONAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL PROF NUMBER	MINORITY PROF NUMBER	MINORITY PROF %	RANK
FEDERAL ELECTION COMMISSION	38	4	10.53	46
DEFENSE COMMUNICATIONS AGENCY	364	38	10.44	47
FEDERAL TRADE COMMISSION	558	58	10.39	48
JUSTICE*	6,049	627	10.37	49
DEFENSE AIR FORCE	18,158	1,874	10.32	50
ENVIRONMENTAL PROTECTION AGENCY*	5,257	542	10.31	51
DEFENSE OFFICE DEPENDENTS SCHOOLS*	10,949	1,121	10.24	52
DEFENSE NUCLEAR AGENCY	98	10	10.20	53
NUCLEAR REGULATORY COMMISSION	1,970	199	10.10	54
STATE	3,673	366	9.96	55
SECURITIES AND EXCHANGE COMMISSION	755	73	9.67	56
OVERSEAS PRIVATE INVESTMENT CORP	21	2	9.52	57
AGRICULTURE	32,297	2,968	9.19	58
ENERGY	5,390	493	9.15	59
NATIONAL ENDOWMENT FOR THE ARTS	11	1	9.09	60
NATIONAL SCIENCE FOUNDATION	316	28	8.86	61
NATIONAL AERONAUTICS & SPACE ADMIN	11,240	982	8.74	62
NATIONAL GALLERY OF ART	58	5	8.62	63
COMMODITY FUTURES TRADING COMM	209	18	8.61	64
NATIONAL CREDIT UNION ADMIN	450	38	8.44	65
INTERIOR	15,693	1,292	8.23	66
INTERNATIONAL TRADE COMMISSION	77	6	7.79	67
RAILROAD RETIREMENT BOARD	39	3	7.69	68
ADMINISTRATIVE OFFICE US COURTS	85	6	7.06	69
EXECUTIVE OFFICE PRESIDENT	177	12	6.78	70
ARMS CONTROL & DISARMAMENT AGENCY	60	3	5.00	71
DEFENSE INTELLIGENCE AGENCY	160	8	5.00	72
DEFENSE OCHAMPUS	28	1	3.57	73
DEFENSE OFFICE OF THE SECRETARY	285	6	2.11	74
DEFENSE INVESTIGATIVE AGENCY	2	0	0.00	75
FEDERAL MEDIATION CONCILIATION SER.	3	0	0.00	76

FOOTNOTES:
* DATA OBTAINED FROM FY 1984 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF or FY 1984 Reports
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF or FY 1984 Reports
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1984 Reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
TENNESSEE VALLEY AUTHORITY	data not in CPDF or FY 1984 Reports
US POSTAL SERVICE	data not in CPDF or FY 1984 Reports

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TABLE I-17

RANKING BY % FEMALES IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL ADMIN NUMBER	FEMALE ADMIN NUMBER	FEMALE ADMIN %	RANK
FEDERAL RESERVE BOARD	93	63	67.74	1
NATIONAL ENDOWMENT FOR THE ARTS	111	73	65.77	2
FEDERAL TRADE COMMISSION	223	130	58.30	3
FEDERAL ELECTION COMMISSION	121	69	57.02	4
NATIONAL GALLERY OF ART	51	28	54.90	5
PEACE CORPS	94	51	54.26	6
HEALTH AND HUMAN SERVICES	51,752	28,016	54.14	7
SOLDIER'S AND AIRMEN'S HOME	63	33	52.38	8
RAILROAD RETIREMENT BOARD	581	303	52.15	9
FEDERAL COMMUNICATIONS COMMISSION	355	176	49.58	10
SELECTIVE SERVICE SYSTEM*	104	51	49.04	11
SMITHSONIAN INSTITUTION	374	182	48.66	12
EQUAL EMPLOYMENT OPPORTUNITY COMM	1,664	807	48.50	13
EDUCATION	1,956	943	48.21	14
COMMISSION ON CIVIL RIGHTS	110	53	48.18	15
OVERSEAS PRIVATE INVESTMENT CORP	51	24	47.06	16
DEFENSE NUCLEAR AGENCY	139	65	46.76	17
NATIONAL SCIENCE FOUNDATION	291	136	46.74	18
DEFENSE USUHS	33	15	45.45	19
PENSION BENEFIT GUARANTY CORP	130	59	45.38	20
ENVIRONMENTAL PROTECTION AGENCY*	2,939	1,309	44.54	21
MERIT SYSTEMS PROTECTION BOARD	79	35	44.30	22
NATIONAL CREDIT UNION ADMIN	71	31	43.66	23
DEFENSE OCHAMPUS	76	31	40.79	24
ARMS CONTROL & DISARMAMENT AGENCY	27	11	40.74	25
FEDERAL LABOR RELATIONS AUTHORITY	52	21	40.38	26
DEFENSE COMMUNICATIONS AGENCY	643	250	38.88	27
OFFICE OF PERSONNEL MANAGEMENT	2,670	1,037	38.84	28
ADMINISTRATIVE OFFICE US COURTS	191	74	38.74	29
NUCLEAR REGULATORY COMMISSION	597	229	38.36	30
CONSUMER PRODUCT SAFETY COMMISSION	274	104	37.96	31
ACTION	303	115	37.95	32
GENERAL SERVICES ADMINISTRATION	6,655	2,514	37.78	33
COMMERCE	5,418	2,033	37.52	34
DEFENSE CONTRACT AUDIT AGENCY	129	48	37.21	35
NATIONAL ENDOWMENT FOR THE HUMAN.	54	20	37.04	36
COMMODITY FUTURES TRADING COMM	108	40	37.04	37
DEFENSE NAVY	41,257	15,209	36.86	38
EXECUTIVE OFFICE PRESIDENT	474	174	36.71	39
NATIONAL LABOR RELATIONS BOARD	779	284	36.46	40
HOUSING & URBAN DEVELOPMENT	6,850	2,440	35.62	41
NATIONAL AERONAUTICS & SPACE ADMIN	3,546	1,258	35.48	42
US INFORMATION AGENCY	1,903	658	34.58	43
SECURITIES AND EXCHANGE COMMISSION	524	180	34.35	44
INTERSTATE COMMERCE COMMISSION	476	163	34.24	45

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RANKING BY % FEMALES IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL ADMIN NUMBER	FEMALE ADMIN NUMBER	FEMALE ADMIN %	RANK
AGRICULTURE	12,928	4,394	33.99	46
TOTAL CPDF	420,980	141,290	33.56	
DEFENSE ARMY	66,214	21,521	32.50	47
DEFENSE SUMMARY	180,002	58,426	32.46	48
ENERGY	4,703	1,524	32.40	49
STATE	4,123	1,311	31.80	50
LABOR	7,270	2,303	31.68	51
VETERANS ADMINISTRATION*	13,460	4,203	31.23	52
EXPORT-IMPORT BANK	127	39	30.71	53
DEFENSE AIR FORCE	45,328	13,737	30.31	54
INTERIOR	12,110	3,658	30.21	55
DEFENSE LOGISTICS AGENCY	20,181	6,056	30.01	56
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,159	342	29.51	57
AGENCY FOR INTER DEVELOPMENT	1,912	551	28.82	58
INTERNATIONAL TRADE COMMISSION	162	46	28.40	59
TREASURY	37,711	10,687	28.34	60
DEFENSE MAPPING AGENCY	1,312	366	27.90	61
DEFENSE OFFICE DEPENDENTS SCHOOLS*	131	36	27.48	62
SMALL BUSINESS ADMINISTRATION	2,348	601	25.60	63
DEFENSE INVESTIGATIVE AGENCY	1,854	474	25.57	64
PANAMA CANAL COMMISSION	321	76	23.68	65
DEFENSE OFFICE OF SECRETARY	481	111	23.08	66
NATIONAL TRANSPORTATION SAFETY BD	176	40	22.73	67
FEDERAL HOME LOAN BANK BOARD	976	219	22.44	68
GOVERNMENT PRINTING OFFICE	831	179	21.54	69
FEDERAL MARITIME COMMISSION	107	21	19.63	70
DEFENSE INTELLIGENCE AGENCY	1,476	277	18.77	71
FARM CREDIT ADMINSTRATION	179	33	18.44	72
FEDERAL DEPOSIT INSURANCE CORP	2,262	415	18.35	73
JUSTICE*	20,611	3,592	17.43	74
TRANSPORTATION	30,624	4,539	14.82	75
FEDERAL MEDIATION CONCILIATION SER.	276	23	8.33	76

FOOTNOTES:

* DATA OBTAINED FROM FY 1984 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF or FY 1984 Reports
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF or FY 1984 Reports
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1984 Reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
TENNESSEE VALLEY AUTHORITY	data not in CPDF or FY 1984 Reports
US POSTAL SERVICE	data not in CPDF or FY 1984 Reports

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TABLE I-18

RANKING BY % OF MINORITIES IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL ADMIN NUMBER	MINORITY ADMIN NUMBER	MINORITY ADMIN %	RANK
EQUAL EMPLOYMENT OPPORTUNITY COMM.	1,664	1,071	64.36	1
COMMISSION ON CIVIL RIGHTS	110	61	55.45	2
PEACE CORPS	94	41	43.62	3
EDUCATION	1,956	714	36.50	4
SOLDIER'S AND AIRMEN'S HOME	63	22	34.92	5
SMITHSONIAN INSTITUTION	374	129	34.49	6
FEDERAL TRADE COMMISSION	223	70	31.39	7
HOUSING & URBAN DEVELOPMENT	6,850	2,037	29.74	8
RAILROAD RETIREMENT BOARD	581	164	28.23	9
FEDERAL COMMUNICATIONS COMMISSION	355	98	27.61	10
LABOR	7,270	1,977	27.19	11
PENSION BENEFIT GUARANTY CORP	130	35	26.92	12
FEDERAL LABOR RELATIONS AUTHORITY	52	14	26.92	13
COMMODITY FUTURES TRADING COMM	108	29	26.85	14
ACTION	303	81	26.73	15
DEFENSE NUCLEAR AGENCY	139	37	26.62	16
MERIT SYSTEMS PROTECTION BOARD	79	21	26.58	17
HEALTH AND HUMAN SERVICES	51,752	13,681	26.44	18
ARMS CONTROL & DISARMAMENT AGENCY	27	7	25.93	19
NATIONAL ENDOWMENT FOR THE ARTS	111	28	25.23	20
GOVERNMENT PRINTING OFFICE	831	209	25.15	21
DEFENSE OFFICE DEPENDENTS SCHOOLS*	131	32	24.43	22
FEDERAL ELECTION COMMISSION	121	28	23.14	23
SMALL BUSINESS ADMINISTRATION	2,348	541	23.04	24
US INFORMATION AGENCY	1,903	433	22.75	25
NATIONAL SCIENCE FOUNDATION	291	66	22.68	26
OFFICE OF PERSONNEL MANAGEMENT	2,670	603	22.58	27
GENERAL SERVICES ADMINISTRATION	6,655	1,500	22.54	28
ADMINISTRATIVE OFFICE US COURTS	191	41	21.47	29
SELECTIVE SERVICE SYSTEM*	104	22	21.15	30
SECURITIES AND EXCHANGE COMMISSION	524	110	20.99	31
CONSUMER PRODUCT SAFETY COMMISSION	274	57	20.80	32
INTERIOR	12,110	2,504	20.68	33
NATIONAL LABOR RELATIONS BOARD	779	151	19.38	34
FEDERAL RESERVE BOARD*	93	18	19.35	35
AGENCY FOR INTER DEVELOPMENT	1,912	370	19.35	36
DEFENSE LOGISTICS AGENCY	20,181	3,874	19.20	37
INTERSTATE COMMERCE COMMISSION	476	90	18.91	38
COMMERCE	5,418	1,021	18.84	39
TREASURY	37,711	7,041	18.67	40
NATIONAL ENDOWMENT FOR THE HUMAN	54	10	18.52	41
TOTAL CPDF	420,980	76,169	18.09	
STATE	4,123	719	17.44	42
VETERANS ADMINISTRATION*	13,460	2,288	17.00	43
FEDERAL MARITIME COMMISSION	107	18	16.82	44
PANAMA CANAL COMMISSION	321	53	16.51	45

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TABLE I-18

RANKING BY % OF MINORITIES IN ADMINISTRATIVE WORK FORCE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL ADMIN NUMBER	MINORITY ADMIN NUMBER	MINORITY ADMIN %	RANK
DEFENSE MAPPING AGENCY	1,312	211	16.08	46
ENVIRONMENTAL PROTECTION AGENCY*	2,939	469	15.96	47
FEDERAL HOME LOAN BANK BOARD	976	155	15.88	48
JUSTICE*	20,611	3,248	15.76	49
NUCLEAR REGULATORY COMMISSION	597	94	15.75	50
OVERSEAS PRIVATE INVESTMENT CORP	51	8	15.69	51
DEFENSE SUMMARY	180,002	27,266	15.15	52
DEFENSE NAVY	41,257	6,138	14.88	53
DEFENSE AIR FORCE	45,328	6,717	14.82	54
DEFENSE ARMY	66,214	9,796	14.79	55
AGRICULTURE	12,928	1,895	14.66	56
DEFENSE COMMUNICATIONS AGENCY	643	92	14.31	57
ENERGY	4,703	632	13.44	58
NATIONAL AERONAUTICS & SPACE ADMIN	3,546	470	13.25	59
NATIONAL CREDIT UNION ADMIN	71	9	12.68	60
DEFENSE CONTRACT AUDIT AGENCY	129	16	12.40	61
DEFENSE USUHS	33	4	12.12	62
EXECUTIVE OFFICE PRESIDENT	474	57	12.03	63
INTERNATIONAL TRADE COMMISSION	162	19	11.73	64
FEDERAL EMERGENCY MANAGEMENT AGENCY	1,159	135	11.65	65
NATIONAL TRANSPORTATION SAFETY BD	176	20	11.36	66
TRANSPORTATION	30,624	3,392	11.08	67
EXPORT-IMPORT BANK	127	14	11.02	68
DEFENSE INVESTIGATIVE AGENCY	1,854	198	10.68	69
FEDERAL DEPOSIT INSURANCE CORP	2,262	234	10.34	70
FEDERAL MEDIATION CONCILIATION SER.	276	28	10.14	71
NATIONAL GALLERY OF ART	51	5	9.80	72
DEFENSE INTELLIGENCE AGENCY	1,476	113	7.66	73
DEFENSE OFFICE OF SECRETARY	481	27	5.61	74
DEFENSE OCHAMPUS	76	4	5.26	75
FARM CREDIT ADMINSTRATION	179	9	5.03	76

FOOTNOTES:

* DATA OBTAINED FROM FY 1984 ACCOMPLISHMENT REPORT

ARMY/AIR FORCE EXCHANGE SERVICE	data not in CPDF or FY 1984 Reports
CENTRAL INTELLIGENCE AGENCY	exempt for national security
DEFENSE AUDIOVISUAL AGENCY	data not in CPDF or FY 1984 Reports
DEFENSE NATIONAL GUARD BUREAU	data not in CPDF or FY 1984 Reports
DEFENSE NATIONAL SECURITY AGENCY	exempt for national security
TENNESSEE VALLEY AUTHORITY	data not in CPDF or FY 1984 Reports
US POSTAL SERVICE	data not in CPDF or FY 1984 Reports

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TABLE I-19

RANKING BY % OF FEMALES IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
DEFENSE OFFICE DEPENDENTS SCHOOLS*	12,902	9,783	75.83	1
NATIONAL ENDOWMENT FOR THE ARTS	206	153	74.27	2
SELECTIVE SERVICE SYSTEM	261	184	70.50	3
NATIONAL ENDOWMENT FOR THE HUMAN	248	169	68.15	4
ARMY/AIR FORCE EXCHANGE SERVICE*	51,847	34,988	67.48	5
HEALTH AND HUMAN SERVICES	125,758	82,294	65.44	6
COMMISSION ON CIVIL RIGHTS	189	118	62.43	7
RAILROAD RETIREMENT BOARD	1,454	884	60.80	8
OFFICE OF PERSONNEL MANAGEMENT	5,663	3,423	60.44	9
DEFENSE USUHS	503	295	58.65	10
ADMINISTRATIVE OFFICE US COURTS	514	299	58.17	11
OVERSEAS PRIVATE INVESTMENT CORP	120	69	57.50	12
EQUAL EMPLOYMENT OPPORTUNITY COMM	2,777	1,595	57.44	13
NATIONAL SCIENCE FOUNDATION	1,049	599	57.10	14
MERIT SYSTEMS PROTECTION BOARD	340	194	57.06	15
EDUCATION	4,548	2,549	56.05	16
VETERANS ADMINISTRATION*	211,858	116,904	55.18	17
DEFENSE OCHAMPUS	169	93	55.03	18
SOLDIER'S AND AIRMEN'S HOME	754	407	53.98	19
EXECUTIVE OFFICE PRESIDENT	951	509	53.52	20
NATIONAL LABOR RELATIONS BOARD	2,649	1,402	52.93	21
ACTION	460	243	52.83	22
TREASURY	119,460	62,911	52.66	23
FEDERAL ELECTION COMMISSION	175	92	52.57	24
PENSION BENEFIT GUARANTY CORP	430	226	52.56	25
FEDERAL TRADE COMMISSION	1,195	625	52.30	26
FEDERAL RESERVE BOARD*	1,426	733	51.40	27
EXPORT-IMPORT BANK	328	163	49.70	28
COMMODITY FUTURES TRADING COMM	477	237	49.69	29
ARMS CONTROL & DISARMAMENT AGENCY	139	69	49.64	30
HOUSING & URBAN DEVELOPMENT	11,747	5,810	49.46	31
FEDERAL LABOR RELATIONS AUTHORITY	168	83	49.40	32
CONSUMER PRODUCT SAFETY COMMISSION	548	266	48.54	33
INTERNATIONAL TRADE COMMISSION	383	184	48.04	34
SECURITIES AND EXCHANGE COMMISSION	1,840	864	46.96	35
FEDERAL COMMUNICATIONS COMMISSION	1,857	864	46.53	36
SMALL BUSINESS ADMINISTRATION	4,022	1,845	45.87	37
DEFENSE OFFICE OF SECRETARY	1,186	542	45.70	38
DEFENSE NUCLEAR AGENCY	367	165	44.96	39
DEFENSE COMMUNICATIONS AGENCY	1,597	709	44.40	40
INTERSTATE COMMERCE COMMISSION	1,053	452	42.92	41
DEFENSE LOGISTICS AGENCY	46,609	19,936	42.77	42
LABOR	16,514	7,045	42.66	43
ENVIRONMENTAL PROTECTION AGENCY*	11,187	4,731	42.29	44
FEDERAL MARITIME COMMISSION	212	89	41.98	45

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TABLE I-19

RANKING BY % OF FEMALES IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL ALL NUMBER	TOTAL FEMALE NUMBER	TOTAL FEMALE %	RANK
COMMERCE	29,792	12,151	40.79	46
US INFORMATION AGENCY	4,439	1,786	40.23	47
DEFENSE INVESTIGATIVE AGENCY	2,389	946	39.60	48
FARM CREDIT ADMINSTRATION	276	108	39.13	49
AGENCY FOR INTER DEVELOPMENT	3,506	1,351	38.53	50
STATE	12,506	4,684	37.45	51
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,409	902	37.44	52
FEDERAL HOME LOAN BANK BOARD	1,362	509	37.37	53
JUSTICE*	60,382	22,564	37.37	54
GENERAL SERVICES ADMINISTRATION	26,634	9,896	37.16	55
GOVERNMENTWIDE	2,606,326	947,717	36.36	
DEFENSE ARMY	316,801	111,846	35.30	56
PEACE CORPS	729	250	34.29	57
ENERGY	16,155	5,528	34.22	58
NUCLEAR REGULATORY COMMISSION	3,460	1,180	34.10	59
DEFENSE INTELLIGENCE AGENCY	2,431	823	33.85	60
DEFENSE AIR FORCE	222,066	72,858	32.81	61
AGRICULTURE	96,726	31,634	32.70	62
SMITHSONIAN INSTITUTION	2,326	759	32.63	63
NATIONAL TRANSPORTATION SAFETY BD	262	85	32.44	64
DEFENSE SUMMARY	899,724	289,565	32.18	65
GOVERNMENT PRINTING OFFICE	5,366	1,688	31.46	66
INTERIOR	55,011	17,198	31.26	67
FEDERAL DEPOSIT INSURANCE CORP	2,956	912	30.85	68
DEFENSE CONTRACT AUDIT AGENCY	4,146	1,228	29.62	69
NATIONAL GALLERY OF ART	697	202	28.98	70
DEFENSE MAPPING AGENCY	8,649	2,453	28.36	71
US POSTAL SERVICE	677,213	180,979	26.72	72
DEFENSE NAVY	290,074	76,560	26.39	73
NATIONAL CREDIT UNION ADMIN	611	152	24.88	74
NATIONAL AERONAUTICS & SPACE ADMIN	21,616	5,280	24.43	75
FEDERAL MEDIATION CONCILIATION SER.	329	76	23.10	76
TRANSPORTATION	59,277	12,230	20.63	77
TENNESSEE VALLEY AUTHORITY	29,354	5,664	19.30	78
PANAMA CANAL COMMISSION	1,463	257	17.57	79

FOOTNOTES:
* DATA OBTAINED FROM FY 1984 ACCOMPLISHMENT REPORT
CENTRAL INTELLIGENCE AGENCY exempt for national security
DEFENSE AUDIOVISUAL AGENCY data not in CPDF or FY 1984 Reports
DEFENSE NATIONAL GUARD BUREAU data not in CPDF or FY 1984 Reports
DEFENSE NATIONAL SECURITY AGENCY exempt for national security

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TABLE I-20

RANKING BY % OF MINORITIES IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
SOLDIER'S AND AIRMEN'S HOME	754	524	69.50	1
NATIONAL GALLERY OF ART	697	426	61.12	2
COMMISSION ON CIVIL RIGHTS	189	112	59.26	3
EQUAL EMPLOYMENT OPPORTUNITY COMM	2,777	1,623	58.44	4
GOVERNMENT PRINTING OFFICE	5,366	3,050	56.84	5
SMITHSONIAN INSTITUTION	2,326	1,108	47.64	6
ARMY/AIR FORCE EXCHANGE SERVICE*	51,847	21,956	42.35	7
PENSION BENEFIT GUARANTY CORP	430	178	41.40	8
EDUCATION	4,548	1,799	39.56	9
GENERAL SERVICES ADMINISTRATION	26,634	10,370	38.94	10
FEDERAL TRADE COMMISSION	1,195	432	36.15	11
HEALTH AND HUMAN SERVICES	125,758	44,796	35.62	12
RAILROAD RETIREMENT BOARD	1,454	510	35.08	13
ACTION	460	161	35.00	14
HOUSING & URBAN DEVELOPMENT	11,747	4,067	34.62	15
ADMINISTRATIVE OFFICE US COURTS	514	177	34.44	16
MERIT SYSTEMS PROTECTION BOARD	340	117	34.41	17
OFFICE OF PERSONNEL MANAGEMENT	5,663	1,877	33.14	18
FEDERAL COMMUNICATIONS COMMISSION	1,857	613	33.01	19
NATIONAL ENDOWMENT FOR THE ARTS	206	67	32.52	20
VETERANS ADMINISTRATION*	211,858	68,864	32.50	21
INTERSTATE COMMERCE COMMISSION	1,053	335	31.81	22
SELECTIVE SERVICE SYSTEM	261	83	31.80	23
NATIONAL SCIENCE FOUNDATION	1,049	325	30.98	24
INTERNATIONAL TRADE COMMISSION	383	118	30.81	25
COMMODITY FUTURES TRADING COMM	477	145	30.40	26
DEFENSE LOGISTICS AGENCY	46,609	14,019	30.08	27
OVERSEAS PRIVATE INVESTMENT CORP	120	36	30.00	28
SECURITIES AND EXCHANGE COMMISSION	1,840	551	29.95	29
FEDERAL RESERVE BOARD*	1,426	424	29.73	30
FEDERAL MARITIME COMMISSION	212	63	29.72	31
NATIONAL ENDOWMENT FOR THE HUMAN	248	73	29.44	32
US INFORMATION AGENCY	4,439	1,271	28.63	33
FEDERAL LABOR RELATIONS AUTHORITY	168	48	28.57	34
LABOR	16,514	4,694	28.42	35
US POSTAL SERVICE*	677,213	191,033	28.21	36
SMALL BUSINESS ADMINISTRATION	4,022	1,132	28.15	37
AGENCY FOR INTER DEVELOPMENT	3,506	972	27.72	38
NATIONAL LABOR RELATIONS BOARD	2,649	732	27.63	39
TREASURY	119,460	32,887	27.53	40
PEACE CORPS	729	200	27.43	41
EXPORT-IMPORT BANK	328	88	26.83	42
FEDERAL ELECTION COMMISSION	175	46	26.29	43
JUSTICE*	60,382	15,525	25.71	44
GOVERNMENTWIDE	2,606,326	666,417	25.57	
CONSUMER PRODUCT SAFETY COMMISSION	548	140	25.55	45

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TABLE I-20

RANKING BY % OF MINORITIES IN TOTAL WORK FORCE

DATA AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	TOTAL MINORITY NUMBER	TOTAL MINORITY %	RANK
DEFENSE NAVY	290,074	70,733	24.38	46
EXECUTIVE OFFICE PRESIDENT	951	225	23.66	47
DEFENSE SUMMARY	899,724	201,599	22.41	48
FEDERAL HOME LOAN BANK BOARD	1,362	302	22.17	49
INTERIOR	55,011	12,039	21.88	50
ARMS CONTROL & DISARMAMENT AGENCY	139	30	21.58	51
COMMERCE	29,792	6,344	21.29	52
DEFENSE AIR FORCE	222,066	46,966	21.15	53
DEFENSE ARMY	316,801	64,744	20.44	54
DEFENSE NUCLEAR AGENCY	367	75	20.44	55
STATE	12,506	2,544	20.34	56
ENVIRONMENTAL PROTECTION AGENCY*	11,187	2,261	20.21	57
NATIONAL TRANSPORTATION SAFETY BD	262	51	19.47	58
FEDERAL MEDIATION CONCILIATION SER.	329	62	18.84	59
PANAMA CANAL COMMISSION	1,463	273	18.66	60
DEFENSE MAPPING AGENCY	8,649	1,589	18.37	61
DEFENSE COMMUNICATIONS AGENCY	1,597	286	17.91	62
FEDERAL DEPOSIT INSURANCE CORP	2,956	509	17.22	63
DEFENSE CONTRACT AUDIT AGENCY	4,146	696	16.79	64
DEFENSE USUHS	503	83	16.50	65
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,409	392	16.27	66
TRANSPORTATION	59,277	9,336	15.75	67
ENERGY	16,155	2,518	15.59	68
DEFENSE INTELLIGENCE AGENCY	2,431	369	15.18	69
NUCLEAR REGULATORY COMMISSION	3,460	515	14.88	70
NATIONAL CREDIT UNION ADMIN	611	85	13.91	71
AGRICULTURE	96,726	13,348	13.80	72
FARM CREDIT ADMINSTRATION	276	38	13.77	73
DEFENSE OCHAMPUS	169	23	13.61	74
DEFENSE INVESTIGATIVE AGENCY	2,389	308	12.89	75
NATIONAL AERONAUTICS & SPACE ADMIN	21,616	2,752	12.73	76
DEFENSE OFFICE DEPENDENTS SCHOOLS*	12,902	1,568	12.15	77
TENNESSEE VALLEY AUTHORITY*	29,354	3,069	10.46	78
DEFENSE OFFICE OF SECRETARY	1,186	117	9.87	79

FOOTNOTES:
* DATA OBTAINED FROM FY 1984 ACCOMPLISHMENT REPORT
CENTRAL INTELLIGENCE AGENCY exempt for national security
DEFENSE AUDIOVISUAL AGENCY data not in CPDF or FY 1984 Reports
DEFENSE NATIONAL GUARD BUREAU data not in CPDF or FY 1984 Reports
DEFENSE NATIONAL SECURITY AGENCY exempt for national security

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PART II

EMPLOYMENT OF HANDICAPPED INDIVIDUALS IN THE FEDERAL GOVERNMENT

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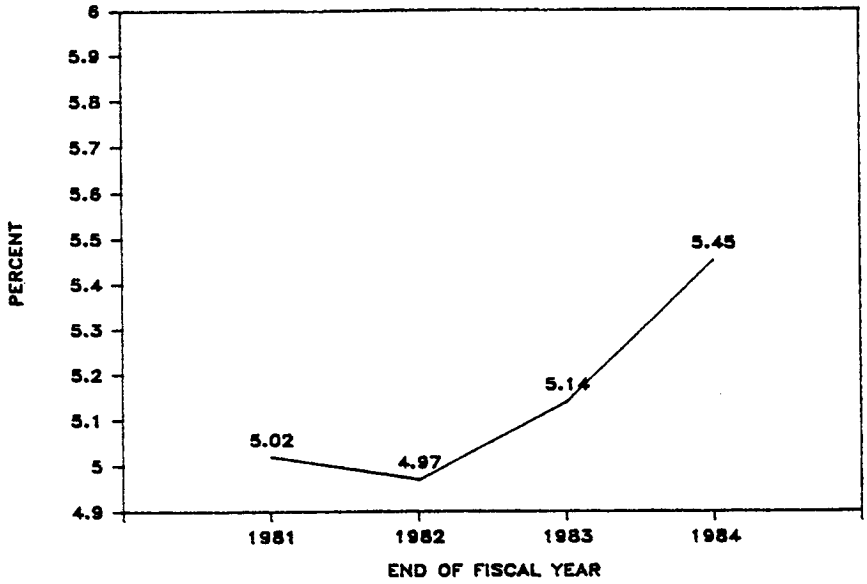
PART II

EMPLOYMENT OF HANDICAPPED INDIVIDUALS

IN THE

FEDERAL GOVERNMENT



REPORT PREPARED FOR:

SENATE COMMITTEE ON HUMAN RESOURCES

HOUSE COMMITTEE ON EDUCATION AND LABOR

SEPTEMBER 30, 1984

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

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EMPLOYMENT OF HANDICAPPED INDIVIDUALS IN THE FEDERAL GOVERNMENT

A. BACKGROUND

On November 28, 1983, President Reagan signed a proclamation for the Decade of Disabled Persons. At the proclamation signing ceremony, President Reagan stated, "Today I'm establishing a clear national goal. Let us increase the economical independence of every disabled American and let us begin today." This statement, along with the commitment for the Federal Government to become a model employer of handicapped individuals, presents a clear mandate for Federal agencies to hire, place, and advance persons with disabilities.

This is the ninth report to the Congress on the employment of handicapped individuals in the Federal Government. It covers the period October 1, 1983, through September 30, 1984. More and more agencies are taking steps to increase employment opportunities for handicapped applicants and employees in the Federal Government. Since 1979, Equal Employment Opportunity Commission (EEOC) has estimated that the availability of persons with targeted disabilities who are work force age and able to work is 5.95 percent of the entire work force age population. While handicapped individuals, particularly those with targeted disabilities, continue to be severely underrepresented in the Federal work force at 0.95 percent, this is, however, a substantial increase from 0.89% representation in 1983.

This report discusses the accomplishments that Federal agencies made during fiscal year 1984 as they endeavored to increase employment opportunities for handicapped individuals. This report is submitted in accordance with section 501 of the Rehabilitation Act of 1973, 29 U.S.C. 791 (Public Law 93-112), as amended (Public Law 93-516), which requires all agencies, departments, and instrumentalities of the executive branch of the Federal Government, including the United States Postal Service and Postal Rate Commission, to submit (pursuant to the President's Reorganization Plan of 1978) to the Equal Employment Opportunity Commission (EEOC) annual affirmative action program plans for hiring, placement, and advancement of handicapped individuals.

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The Interagency Committee on Handicapped Employees (ICHE), established by section 501(a) of the Rehabilitation Act, provides a focus for Federal and other employment of handicapped individuals. The ICHE reviews, in cooperation with EEOC, the adequacy of hiring, placement, and advancement practices with respect to handicapped individuals in the Federal service. It also addresses issues to assure that the special needs of these persons are met. This report was prepared in consultation with the ICHE.

The challenge for the Federal Government will be met when all disabled Americans have equal chances and equal opportunities in the employment arena. The purpose of this report is to help all Federal agency personnel continue to develop sensitivity and awareness about the capabilities and accomplishments of disabled citizens.

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B. PROGRAM TRENDS AND MILESTONES

1. Leadership and Guidance

EEOC has responsibility for enforcing nondiscrimination and affirmative action provisions of laws and regulations concerning Federal employment of handicapped individuals. Specifically, EEOC:

- reviews and approves agency affirmative action program plans for hiring, placement, and advancement of handicapped individuals;
- processes appeals of agency decisions in regard to complaints of discrimination on the basis of handicap;
- issues rules, regulations, orders, and instructions to enforce equal employment opportunity for handicapped individuals;
- provides ongoing technical assistance to Federal agencies on developing and implementing comprehensive affirmative action programs;
- conducts onsite reviews of agency affirmative action programs and prepares reports of results and recommendations;
- requests information from agencies as necessary; and
- cochairs the Interagency Committee on Handicapped Employees and provides staff and space for the Committee Secretariat.

In addition, Executive Order 12067, dated June 30, 1978, provides that EEOC is to coordinate Federal equal employment opportunity programs, including those for handicapped individuals. EEOC's Office of Legal Counsel leads and coordinates the efforts of Federal agencies to enforce all Federal statutes, executive orders, regulations, and policies that require equal employment opportunity without regard to handicap, race, color, religion, sex, national origin, or age.

The Handicapped Individuals Program Division (HIPD), Public Sector Programs, Office of Program Operations, EEOC, has responsibility for section 501 of the Rehabilitation Act of 1973, as amended. The Division develops and recommends policy concerning equal employment opportunity for handicapped individuals in Federal employment, provides instructions for Federal agency affirmative action programs, and assists agencies in complying with their legal obligations under the Act. It also provides support to the Interagency Committee on Handicapped Employees,

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disseminates reports and educational materials, and prepares the annual report to Congress as required by law.

EEOC works with the Office of Personnel Management (OPM) in carrying out its mandate pursuant to section 501 of the Rehabilitation Act of 1973, as amended. As the agency charged with overall responsibility for Federal personnel policy and practices, OPM provides personnel flexibilities to help Federal agencies implement affirmative action program plans for employment of handicapped individuals. OPM works closely with selective placement coordinators in Federal agencies and provides guidance through Federal Personnel Manual issuances and other means.

Comprehensive Affirmative Action Programs - Management Directive 712 (hereafter referred to as EEO-MD-712) was issued on March 29, 1983. It replaced affirmative action provisions previously contained in Federal Personnel Manual Chapter 306, Subchapter 11. EEO-Md-712 prescribes instructions, procedures, and guidance to Federal agencies on implementing and documenting comprehensive affirmative action programs.

At a minimum, the following objectives must be addressed:

a. Ensuring that handicapped individuals have equitable opportunities to be hired, placed, and advanced;

b. Ensuring that handicapped individuals have equitable opportunities to be trained;

c. Including handicapped individuals in merit promotion, upward mobility, apprenticeship, student employment, cooperative education, and other development and advancement programs;

d. Including sources of handicapped applicants in ongoing recruitment efforts;

e. Making facilities accessible to and useable by handicapped employees and applicants;

f. Providing reasonable accommodation for the disabilities of employees and applicants;

g. Maintaining an internal data collection system for purposes of program assessment and planning;

h. Evaluating program status and achievement in a systematic manner;

i. Delegating appropriate authority to direct and accomplish program efforts;

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j. Committing adequate resources to support program efforts; and

k. Achieving full commitment to program goals.

Agencies may also include additional objectives specifically tailored to agency mission, character, or size.

EEO-MD-712 generates no reporting requirements.

One of EEOC's responsibilities in regard to this management directive is to conduct onsite reviews of program implementation by Federal agencies at the headquarters level as well as at subordinate organizational units and installations. Public Sector Programs began preliminary preparation for the EEO-MD-712 onsite program reviews to be conducted at Federal agency headquarters.

2. Program Development

Training Module - In order to familiarize Federal personnel who have major implementation responsibilities with EEO-MD-712, a training module was developed. Narrative, viewgraphs, and workshop materials for training Federal agency personnel were prepared and modules distributed to EEOC Federal Affirmative Action Units located in the District Offices in the ten Federal regions.

Training Program - For the second consecutive year, EEOC co-sponsored a symposium with the Department of Navy/Marine Corps, Department of State, Office of Personnel Management, President's Committee on Employment of the Handicapped, Public Health Service, and Veterans Administration at Gallaudet College on "Perspectives on Employment of Handicapped Individuals." EEOC also conducted training sessions on EEO-MD-712 using the materials developed for the training module.

Staff Guidance - A comprehensive staff guide for use by EEOC Public Sector Programs' staff and field Federal Affirmative Action Unit personnel was developed during this fiscal year. This staff guide contains information applicable to EEOC's programs for handicapped individuals, women, and minorities. It provides uniform guidelines for evaluation of plans and reports developed by Federal agencies pursuant to EEOC management directives as well as guidance for conducting onsite reviews of agency equal employment opportunity and affirmative action programs.

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C. INSTRUCTIONS TO AGENCIES

When affirmative action responsibility for handicapped individuals in Federal employment was transferred to EEOC in 1979, Federal agencies were instructed to redirect their efforts to achieve measurable results in a limited number of clearly defined areas. EEOC's instructions to agencies have emphasized development of plans to produce objective means of measuring progress.

Nine categories of severe disabilities are targeted for emphasis in affirmative action programs for handicapped individuals. These disabilities (and applicable codes on Standard Form 256) are as follows: deafness (16 and 17), blindness (23 and 25), missing extremities (28 and 32-38), partial paralysis (64-68), complete paralysis (71-78), convulsive disorders (82), mental retardation (90), mental illness (91), and distortion of limbs and/or spine (92). These particular disabilities were selected on the basis of severity of handicap, availability of statistical work force data, and ease in identification as a group for recruitment and data collection purposes. The Standard Form 256, Self-Identification of Reportable Handicap, is a voluntary self-identification form that was developed by OPM and is completed by employees of the Federal Government to identify and track the number and types of disabilities that are represented in the Federal work force.

EEOC provided instructions to Federal agencies for annual reporting of affirmative action plans and accomplishment reports by issuing management directives. EEO-Management Directive-711, issued on November 2, 1982, was extended through fiscal year 1986, pursuant to EEO-Management Directive-711A, issued October 4, 1983, with the following changes:

a. The optional accomplishment reports for career development and upward mobility actions will be mandatory for FY 85 and FY 86 accomplishment reports.

b. Reporting forms have been redesigned and reprinted in letter size.

c. The annual reporting date has been changed from December 1 to December 31.

Accomplishment reports describe the accomplishments and achievements of Federal agencies in regard to affirmative action and equal employment opportunity during the previous fiscal year. Affirmative action plans set forth actions and objectives to be met during the current fiscal year. This includes specific objectives for increasing representation of persons with targeted disabilities in the Federal work force; establishment of special

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recruitment programs; and elimination of selection and architectural barriers. The purpose of these affirmative action efforts is to increase representation of persons with targeted disabilities in the Federal Government.

No new instructions were provided to Federal agencies during fiscal year 1984.

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D. AGENCY REPORTS AND PLANS

1. Criteria for Evaluation of FY 1984 Accomplishments

This report covers agency accomplishments during the period October 1, 1983, through September 30, 1984.

EEOC evaluated agency accomplishments during FY 1984 using criteria established to assess changes in the percent representation of persons with targeted disabilities. In FY 1984 program plans, agencies had established goals for achievement of specific increases in representation of persons with targeted disabilities. Six categories were established for evaluation of agency accomplishments:

a. Agency exceeded goals it had established for increasing the representation of individuals with targeted disabilities in its work force.

b. Agency met goals it had established.

c. Agency did not meet goals it had established, but representation of individuals with targeted disabilities in its work force increased.

d. Representation of individuals with targeted disabilities did not increase, but the rate of accessions of these individuals (percent) during the reporting period exceeded the representation of these individuals (percent) as of the beginning of the reporting period.

e. Representation of individuals with targeted disabilities did not increase, and there were minimal hiring opportunities (less than 20 accessions), but training and promotion percentages (when the two are averaged) are at least as high for employees who are not handicapped. In addition, if placements were made during the year in upward mobility, apprenticeship, student cooperative education, and management and executive development slots, there is representation of persons with targeted disabilities in two of the four program categories.

f. There was no increase in representation of individuals with targeted disabilities in the agency work force, and the accession rate (percent) during the reporting period was less than the representation (percent) at the beginning of the reporting period.

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If agencies met the accomplishments described in categories a, b, c, d, and e, then they were considered satisfactory. Those agencies that fell into category f were considered to be unsatisfactory, unless it could be shown that there were minimal opportunities to hire (less than 20 accessions for the entire fiscal year). These agencies are rated on the basis of career development actions.

EEOC responded to agencies submitting accomplishment reports by informing them that their accomplishments were satisfactory or unsatisfactory or that their reports were incomplete. Recommendations for improved program planning were provided to agencies with unsatisfactory accomplishments. Specific program areas which were addressed with recommendations for improvement were: recruitment; tracking of applicant data; facility accessibility; selection procedures; and staffing commitments. Agencies with unsatisfactory accomplishments were provided with an opportunity to respond with an explanation of any unique or extenuating circumstances which may have prevented them from being rated satisfactory.

2. Analysis of FY 1984 Accomplishment Reports

These accomplishment reports cover the period October 1, 1983, through September 30, 1984. As shown in Table II-I on pages 117-121, the accomplishments of 80 agencies were satisfactory, and the accomplishments of 15 agencies were unsatisfactory. Six agencies did not submit accomplishment reports.

The accomplishment reports of the following agencies were unsatisfactory:

Commodity Futures Trading Commission
Office of Civilian Health and Medical Program of the Uniformed Services
Farm Credit Administration
Federal Deposit Insurance Corporation
General Services Administration
Department of the Interior
Merit Systems Protection Board
National Endowment for the Humanities
National Gallery of Art
National Labor Relations Board
National Science Foundation
Nuclear Regulatory Commission
Peace Corps
Soldiers' and Airmen's Home
Department of State

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The following agencies did not submit accomplishment reports:

Federal Mediation and Conciliation Service
National Capitol Planning Commission
National Endowment for the Arts
National Mediation Board
Occupational Safety and Health Review Commission
Office of the Federal Inspector for the Alaska Natural Gas Transportation System

Data provided by the 95 agencies that submitted affirmative action accomplishment reports for the period October 1, 1983, through September 30, 1984, are presented in Tables II-3, II-4, and II-5.

Combined work force data from these 95 agencies are presented below in Figure 1. The percentage of handicapped individuals (that is, the combined total for persons with targeted disabilities and persons with other handicaps) increased during the reporting period from 5.14 percent to 5.45 percent.

Figure 1 also shows an increase in employment of individuals with targeted disabilities. Representation of individuals with targeted disabilities increased from 24,656 to 26,998. This is a 9.50 percent increase in the number of employees with targeted disabilities which compares favorably with an increase of 1.65 percent in the size of the total work force.

The rate of accessions of individuals with targeted disabilities was 1.59 percent during FY 1984 while the rate of losses was 1.58 percent. This is a significant increase from FY 1983 when the accession rate was 0.96 percent. At the same time, however, the FY 1983 rate of losses was 0.75 percent. It is also noted that the percent representation of individuals with targeted disabilities in the Federal work force continues to steadily increase.

FIGURE 1

	Total Work Force	Handicapped Individuals	%	Persons with Targeted Disabilities	%
10/1/83	2,770,343	142,518	5.14	24,656	0.89
9/30/84	2,816,191	153,774	5.45	26,998	0.96
Accessions from 10/1/83 through 9/30/84	492,449			7,846	1.59
Losses from 10/1/83 through 9/30/84	461,377			7,279	1.58

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While there was a decline in the percent representation of handicapped individuals in the Federal work force from 1981 to 1982, there has been a steady increase in this population since 1982. (See Figure 2.) From 1982 to 1983 there was a 3.42 percent increase in the number of handicapped workers in the Federal Government. There was an even more significant increase (6.03 percent) between fiscal years 1983 and 1984.

FIGURE 2

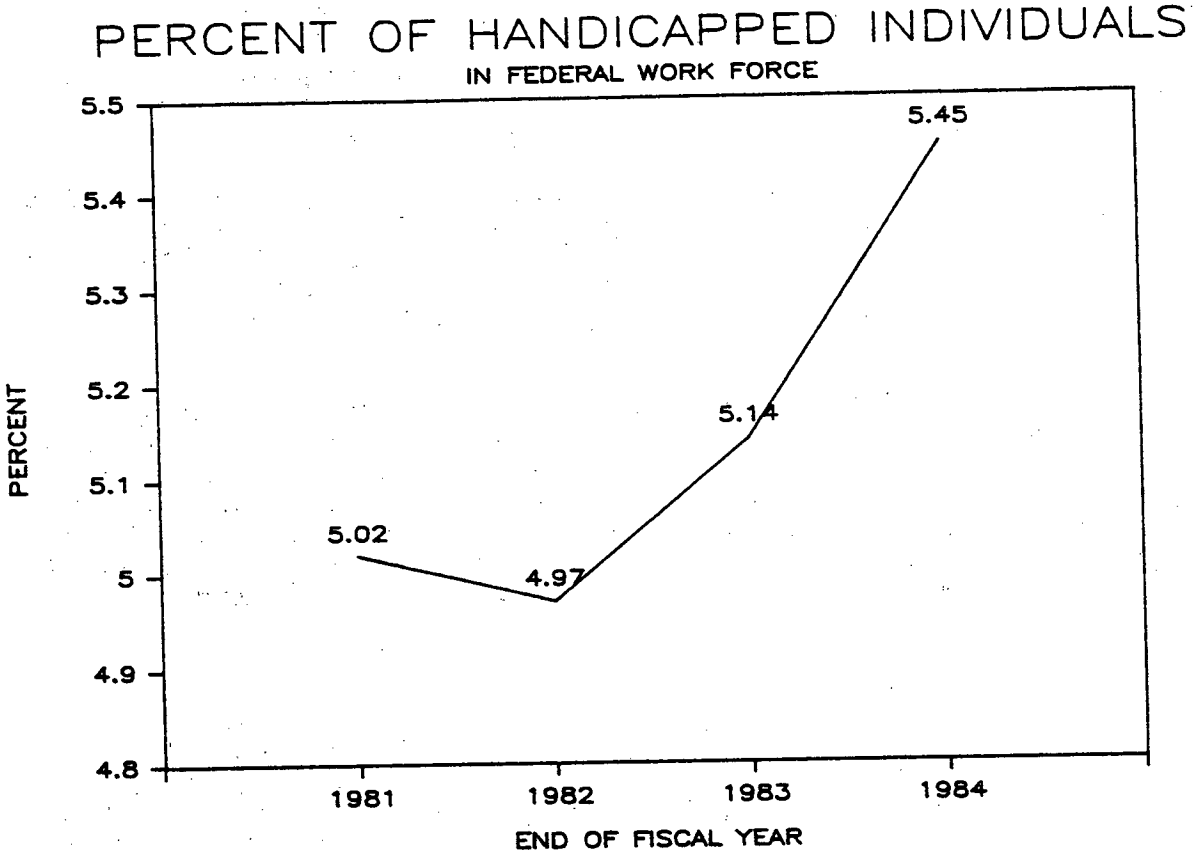

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Figure 3 shows a continued increase in percent representation of persons with targeted disabilities from 1981 to the end of 1984 (from 0.80 percent to 0.96 percent). Between 1983 and 1984, there was an increase from 0.89 percent to 0.96 percent. There was an 8.53 percent increase in the number of individuals with targeted disabilities between 1982 and 1983, while there was an increase of 7.87 percent between 1983 and 1984.

FIGURE 3

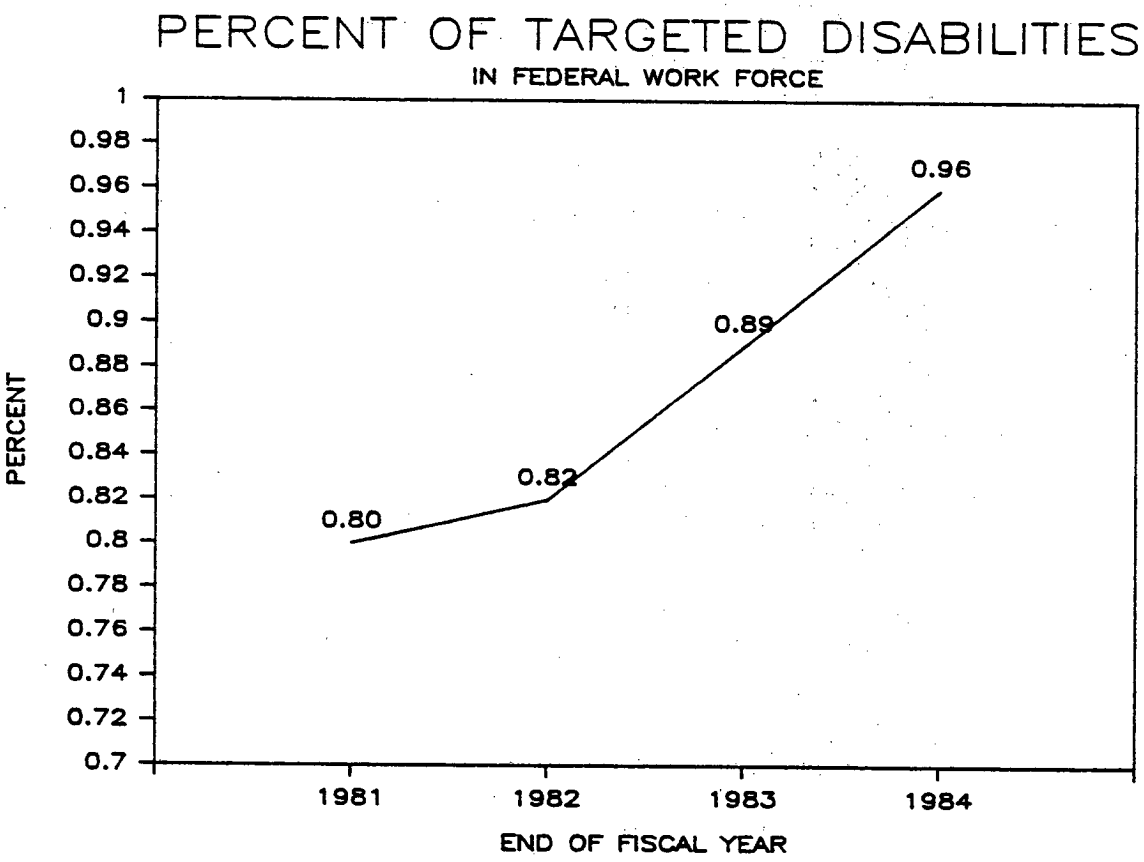

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Figure 4 further illustrates the increase in the number of accessions (e.g., hires, transfers from other agencies, other actions that bring new personnel into the agency's work force) described earlier in Figure 1. As discussed earlier, there was a dramatic increase in the number of accessions between 1983 and 1984. While there was a 21.52 percent increase between 1982 and 1983, there was an increase of 65.63 percent the following year.

FIGURE 4

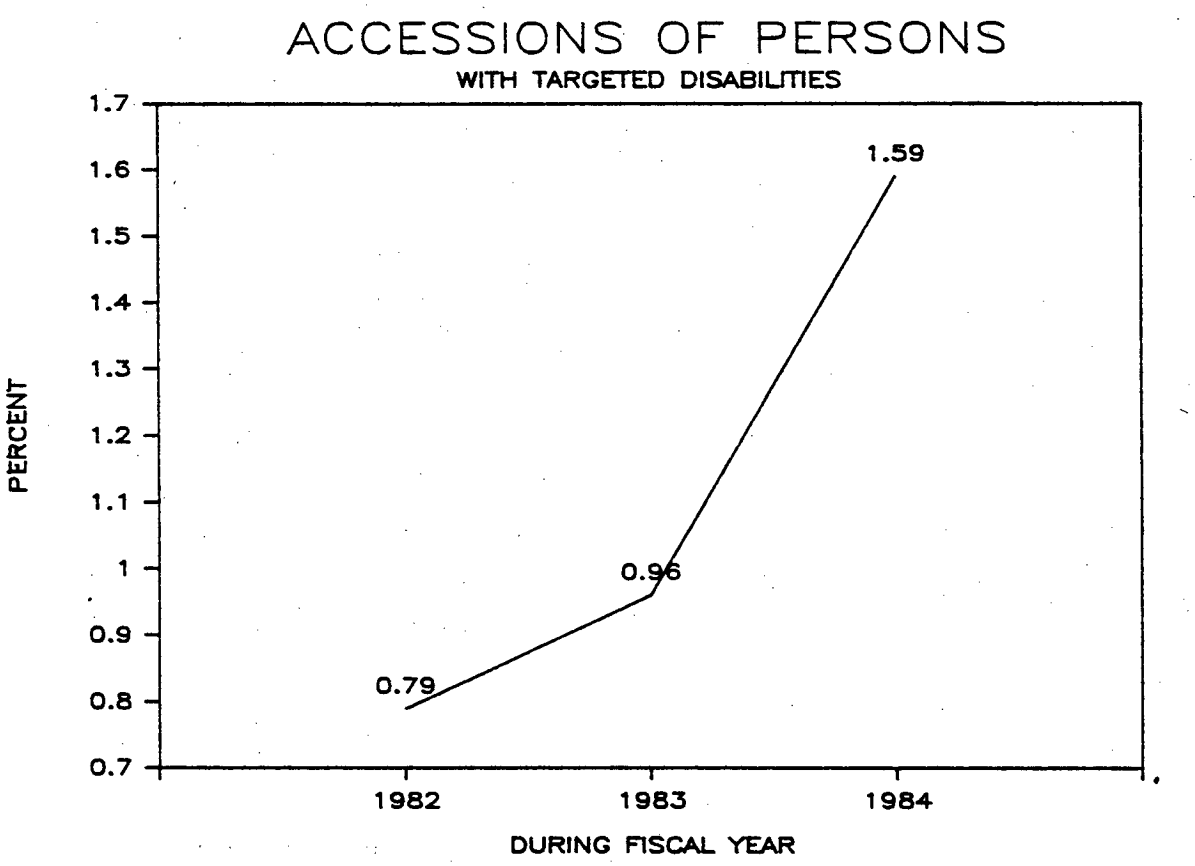

Figure 5 shows the distribution of targeted disabilities in the Federal work force as of September 30, 1984. The targeted disability with the highest representation during FY 1984 was mental illness. Distortion of limbs and spine is the targeted disability with the lowest representation.

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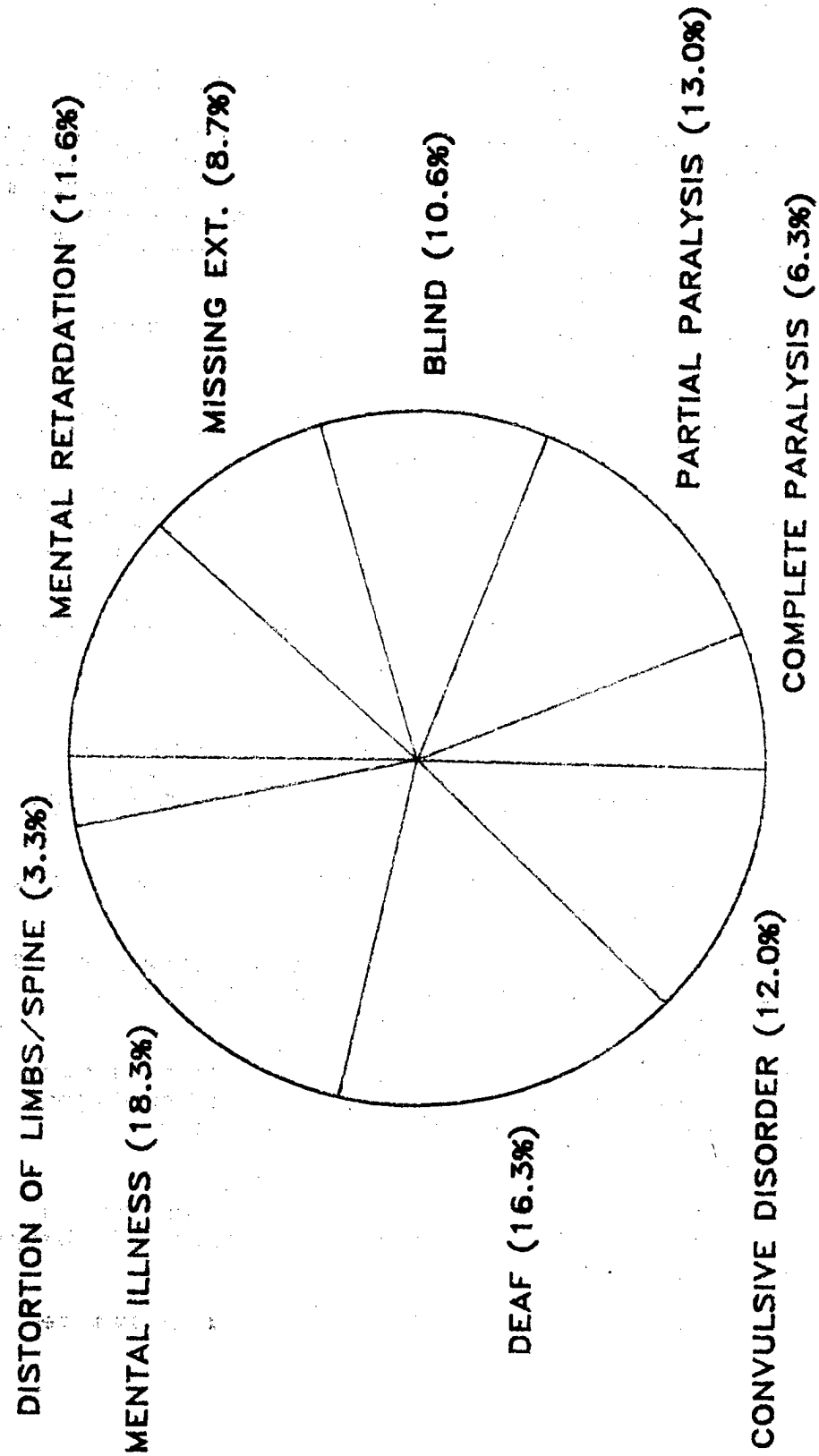
DISTRIBUTION OF TARGETED DISABILITIES

WITHIN FEDERAL WORK FORCE AS OF 9/30/84



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3. FY 1985 Affirmative Action Program Plans

Agencies were required to submit affirmative action program plans for the period October 1, 1984, through September 30, 1985, with their reports of accomplishments for FY 1984. This section of the annual report describes the status of agency submissions of these FY 1985 program plans. Agencies are required to include the following five elements in their plans:

- a work force analysis by grade, type of occupation, and disability category;
- employment goals that will result in increased representation of persons with targeted disabilities;
- a special recruitment plan that provides reasonable assurances that applicant pools will be expanded to increase representation of qualified handicapped individuals;
- a plan for removal of facility barriers that includes timetables for accomplishment of specified objectives; and
- a plan for analysis of selection procedures and elimination of selection barriers that impede hiring, placement, and advancement of handicapped individuals.

Plans from agencies with 501 or more employees were considered complete if they included the above elements.

Agencies with 500 or fewer employees were permitted to submit abbreviated plans. These were considered complete if they included the following:

- a work force analysis indicating the total number of employees, the number of handicapped employees, and the number of employees with targeted disabilities;
- a statement indicating that potential sources of handicapped applicants would be notified well before vacancies were filled; and
- a statement specifying actions planned to remove facility barriers.

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Ninety-three agencies submitted complete plans for FY 1985. The Federal Trade Commission and U.S. Department of Justice submitted incomplete plans. The following agencies did not submit plans:

Federal Mediation and Conciliation Service
National Capitol Planning Commission
National Endowment for the Arts
National Mediation Board
Occupational Safety and Health Review Commission
Office of the Federal Inspector for the Alaska Natural Gas Transportation System

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E. INTERAGENCY COMMITTEE ON HANDICAPPED EMPLOYEES

The Interagency Committee on Handicapped Employees (ICHE) was established by section 501(a) of the Rehabilitation Act of 1973 (Public Law 93-112). The purpose of the Committee is to provide a focus for Federal and other employment of handicapped individuals and to review, in cooperation with EEOC, the adequacy of hiring, placement, and advancement practices with respect to handicapped individuals in the Federal service. ICHE goals are to increase employment of handicapped individuals and to ensure an equitable, suitable, and functional work environment in the Federal service. The Committee makes recommendations for policy, procedural, regulatory, and legislative changes that will improve employment opportunities for qualified persons with disabilities.

The ICHE is co-chaired by Clarence Thomas, Chairman, Equal Employment Opportunity Commission, and Madeleine Will, Assistant Secretary for Special Education and Rehabilitative Services, Department of Education. Other members during FY 1984 were Lawrence J. Korb, Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics), Department of Defense; Susan R. Meisinger, Deputy Undersecretary for Employment Standards, Department of Labor; Loretta Cornelius, Deputy Director, Office of Personnel Management; Everett Alvarez, Jr., Deputy Administrator, Veterans Administration; Ray Kline, Deputy Administrator, General Services Administration; Dennis R. Patrick, Commissioner, Federal Communications Commission; and Thomas McFee, Assistant Secretary for Personnel Adminstration, Department of Health and Human Services. The Committee was expanded in FY 1984 to include the Department of Health and Human Services through Executive Order 12450.

To date, the ICHE has issued 13 reports and adopted 120 recommendations. The reports relate to: definition and interpretation of the term "handicapped individual" (1975); evaluation of agency affirmative action program plans and achievement in employment of handicapped individuals including disabled veterans (1975); removal of attitudinal, communication, and procedural barriers (1975); establishment of a system for collecting data on handicapped Federal employees ((1975); establishment of a public affairs program (1976); development of improved training opportunities for handicapped Federal employees (1976); study of issues affecting employment of disabled veterans (1977); establishment of modified affirmative action requirements for small agencies (1978); establishment of priorities for future ICHE attention (1978); Federal employment of mentally restored individuals (1979); employment of handicapped individuals in times of economic restraint (1982); effects of reductions-in-force on handicapped Federal employees (1983); and criteria for evaluation of affirmative action programs for handicapped individuals (1983).

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An ICHE work group that was established in FY 1983 to study the development of handicap case law continued to meet in FY 1984. The group met several times during the year identifying issues of concern related to its primary mission which is to develop "coordination and communication mechanisms." Toward the end of FY 1984, the work group submitted its final report with recommendations to the ICHE.

Recognizing the positive changes which have occurred within the executive branch of government as a result of the work of the ICHE, the Committee began discussing affirmative action within the judicial and legislative branches of government. At a March 18, 1983, meeting of the ICHE, members expressed concern, "...that there is an inconsistency in the approaches to affirmative action and equal employment opportunity for handicapped individuals in the three branches of government." An exciting process began where steps were taken to encourage the judicial and legislative branches to comply with section 501 of the Rehabilitation Act of 1973. Letters signed by the nine Federal agencies represented on the Committee were sent to members of the legislative branch and judicial conference. Considerable staff resources were expended in developing, coordinating, and following through on this tremendous effort.

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F. ONSITE PROGRAM REVIEWS

During FY 1984, EEOC conducted 168 onsite reviews of affirmative action programs for handicapped individuals at Federal agency field installations. The following major agencies were involved:

Department of Agriculture
Department of Air Force
Department of the Army
Defense Logistics Agency
Environmental Protection Agency
General Services Administration
Department of Health and Human Services
Department of Interior
Department of the Navy
U.S. Postal Service
Department of the Treasury
Veterans Administration

The onsite reviews focus on four primary program areas: program management, special recruitment programs, data collection, and facility accessibility. Reports of the evaluation are sent to installations and to agency headquarters. Results of the reviews are summarized by program area in the paragraphs that follow.

Program Management: This involves assignment of adequate personnel resources to implement an effective affirmative action program for hiring, placement, and advancement of handicapped individuals. It includes appointment of properly trained and adequately experienced persons at a level of responsibility and authority that allows effective management of programs for employment of handicapped persons.

Of the 168 agency installations reviewed, 144 (86%) had designated a handicapped program manager and/or a selective placement coordinator. Most of them were of a sufficient grade level to have access to top management at their respective installations. The majority were equal in grade level to managers of other special emphasis programs. Most installation program managers spent only 15% or less of their time on the employment program for handicapped individuals. Furthermore, interviews with these managers indicated that only 29% had been given adequate training or had adequate job experience. Also, only 13% of these managers had their responsibilities for this program incorporated into their position descriptions. Many selective placement coordinators/handicapped program managers interviewed felt that more time and resources are necessary to fully implement the program. (See Table II-6 on page 145.)

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EEOC has urged all agency installations to designate a qualified, trained person, either full or part-time, to manage their employment program for handicapped individuals. EEOC has also indicated that these persons should be given the time and authority to execute a viable local program and that their responsibilities should be specified in their position descriptions.

Special Recruitment Programs: This involves the development of recruitment plans and hiring goals. It also includes the establishment of tracking systems for monitoring the hiring, placement, and advancement of handicapped individuals; and the maintenance of adequate applicant pools.

Onsite reviews revealed that only 27% of agency installations had clearly delineated hiring goals, and 15% had specific plans for recruiting qualified handicapped individuals. Twenty percent of agency installations reviewed had systems for tracking applications from handicapped individuals. Half of the installations reviewed had established applicant pools while almost all installations had established and maintained liaison with state vocational rehabilitation offices, state employment offices, veterans organizations, and other appropriate recruitment sources for handicapped applicants in their local area. It should be noted that several installations had undergone a reduction in force and/or were under a hiring freeze at the time of their onsite review. Many of these installations, however, had participated in the unpaid work experience programs through vocational rehabilitation services and the Veterans Administration. The purpose of these programs is to place clients of state vocational rehabilitation agencies and disabled veterans in a work setting at a Federal agency that would help them acquire the necessary skills and training to enter the work force. Lack of career advancement opportunities was the most common complaint voiced by handicapped employees when interviewed during the onsite reviews. (See Table II-7 and II-8 on pages 146-147.)

Since only a small number of installations indicated their headquarters provided them with adequate program instruction, EEOC has recommended that agency headquarters increase communication with local installations in order to enhance recruitment efforts. (See Table II-9 on page 148.) Specific recommendations have been transmitted to those installations that were reviewed, and technical assistance in this and other areas has been offered to local program managers. For example, EEOC suggested to those installations with little or no hiring opportunities that they place greater emphasis on improving promotional opportunities for current handicapped employees. It was also suggested that these installations make use of the unpaid work experience programs.

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Data Collection: This concerns the ability of an installation to provide adequate and accurate data to EEOC and OPM regarding the number of handicapped individuals employed at the local level. For the most part, installations reviewed had implemented an adequate employment data reporting system. Virtually all of these installations asked new employees to complete a Standard Form 256 or equivalent form for identifying disabling conditions. However, 25% of the installations reviewed report that new employees frequently fail to code themselves accurately on the Standard Form 256 or equivalent form. Many of these installations reported that a high percentage of their employees had refused to reveal their disability status by coding themselves "01" (not identified) on Standard Form 256 or its equivalent. (See Table II-10 on page 149.)

EEOC has recommended that personnel specialists communicate the purpose and importance of Standard Form 256, or equivalent, to the employees of installations in order to obtain accurate employment data on handicapped individuals. EEOC also recommended to those installations reporting a large percentage of employees with a code "01" that they re-survey their employees. When given a clear understanding of the purpose, the restricted and confidential handling, and use of this information, employees should be less apprehensive about correctly identifying or updating their disability status.

Facility Accessibility: This examines the accessibility of the installations' buildings for individuals with mobility and sensory impairments. Emphasis is placed on minimums necessary to permit disabled individuals to be employed at the installation rather than on full compliance with standards published by any of the standard setting agencies.

Half of all the installations reviewed were found to be from basically to fully accessible. Most of the remaining installations were either removing existing architectural barriers or had plans for eventual barrier removal. Of the few installations found to be substantially inaccessible, most were relatively old and in a few cases could not be changed due to concerns with historical preservation. Several installations indicated that removing architectural barriers was a difficult and sometimes a long drawn out process. However, the staff at these installations stressed that needed renovations would be made on a case-by-case basis if a prospective employee with a disability or an employee who became disabled needed access to their worksite. (See Table II-11 on page 150.)

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EEOC has recommended that agency headquarters give high priority to helping installations identify barriers and establish schedules for barrier removal. Also, field installations should continue to work with GSA and private lessors to make needed renovations.

Based on the overall findings and observations of the onsite reviews, the ingredients of a good handicapped employment program should include commitment, top management support, an adequately trained handicapped program manager and/or selective placement coordinator, sufficient time and resources devoted to the implementation and management of this program, and program guidance and direction from agency headquarters. When the above ingredients are added together, the result will be a very effective and viable program.

Data and experience indicate that onsite program reviews of agency installations have been very instrumental in the development of effective affirmative action programs for handicapped individuals. These reviews have had an obvious impact on the installations visited. This was particularly evident in those installations that were re-visited by EEOC staff this year. Of the 36 installations reviewed for the second time, 13 showed significant improvement, 16 showed improvement, and 7 showed little or no improvement. In addition, EEOC's findings submitted to agency headquarters have provided them with valuable information to improve their overall program for hiring, placement, and advancement of handicapped individuals.

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G. FEDERAL AGENCY PROGRAM INITIATIVES

Many agencies develop innovative programs and materials in connection with the employment of handicapped individuals as well as creative methods for providing reasonable accommodation. Agencies are not given many opportunities to share these programs with personnel at other agencies or to learn how other personnel have resolved similar situations that they might face. Because EEOC feels that information sharing can be time-saving and reinforce efficiency and effectiveness, it is including these innovative program efforts in this and future reports to the Congress. EEOC has begun a process of gathering information about various exemplary programs. Part of this process will also be the result of the new EEO-MD-712 onsite review program to begin during FY 1985. While onsite, EEOC reviewers will have the opportunity to help Federal agency personnel identify what they might not even realize might be an exemplary and unusual method for facilitating the implementation and production of an effective comprehensive affirmative action program for handicapped individuals.

Following are some program activities submitted to EEOC for inclusion in this report. Hopefully, other agencies will begin submitting and sharing their innovative activities for future reports to the Congress.

VETERANS ADMINISTRATION

1. Eighty-one Veterans Administration (VA) facilities were given special recognition by the Administrator for their achievements in the employment of handicapped individuals. All the facilities had to meet the criteria, established by EEOC, for a satisfactory rating. There were two types of recognition: special commendations given to all directors of facilities that exceeded by 100 percent or more the VA's national goal (1.5 percent) for hiring persons with targeted disabilities; and certificates of appreciation presented to the directors of facilities that exceeded (but by less than 100 percent) the VA's national hiring goal. This initiative of recognition for achievements in hiring individuals with disabilities brought additional attention to the affirmative action program for handicapped individuals and also provided managers with extra incentive for achieving established goals.

2. VA conducted a survey of employees agencywide to ascertain the accuracy of their identification as handicapped or non-handicapped individuals. A prepunched card was sent to employees so they could review, then update, if necessary, or confirm their special identification code. Sent along with this card were instructions and explanations to clarify to employees the importance of this code system. This survey was successful in breaking down some resistance to the self-identification pro-

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cess. The number of identified handicapped employees at the VA increased by 1,369. Approximately 200 of these handicapped employees had targeted disabilities such as blindness, deafness, missing extremities, and mental retardation.

DEPARTMENT OF HEALTH AND HUMAN SERVICES

1. The Reasonable Accommodation Full-Time Equivalent (FTE) Pool of the Department of Health and Human Services (HHS) is designed to ensure that employees with disabilities receive necessary reasonable accommodation when performing the duties of their jobs and to remove disincentives to hiring and promoting disabled employees that are caused by FTE ceiling constraints. The FTE Pool can be used to hire readers, interpreters, and personal assistants under an excepted appointment authority.

The FTE Pool consists of a specified number of FTEs that are managed at the HHS headquarters level. Requests for FTEs from organizations follow specific procedures. FTEs are granted based on recommendations of a Reasonable Accommodation FTE Pool Review Board established for this purpose. The Board consists of five members, two of which must represent the Department's disability community. Priorities in granting FTEs are given to disabled employees who are newly hired or whose duties and/or positions change thereby necessitating the provision of reasonable accommodation. Also eligible are disabled employees whose accommodation needs are not being met in a current position as well as employees who become disabled.

2. In observance of National Employ the Handicapped Week in October, 1984, HHS held a professional development seminar on critical issues in reasonable accommodation. Procurement officers, senior level management officials, facilities engineers, budget and personnel managers, and others who are not usually exposed to these concerns, yet have an extremely important role in the provision of reasonable accommodation, were targeted for attendance at this seminar as were selective placement coordinators, handicapped program managers, and disabled individuals. The speaker spoke of physical, communication, and attitudinal barriers and for much of the audience, this was the beginning of an educational process that is constantly evolving. A videotape of the seminar is available for all components of the Department.

3. During a recent streamlining effort in HHS's Office of the Secretary, the Department's Employee Information and Referral Program assured complete accessibility of information and assistance for all affected disabled employees. This included making the Information and Referral Center physically accessible to individuals who use wheelchairs; the installation of a Telecommunications Device for the Deaf (TDD) for communicating

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with hearing impaired employees; materials in appropriate media or readers available to employees with vision impairments; and individualized assistance for mentally retarded employees.

Direct contact was made with every known disabled employee. As a result of all these efforts, no persons were involuntarily separated from the Department. Six employees with targeted disabilities were assisted in voluntarily leaving the Office of the Secretary. In these cases, the employees were enabled to transfer laterally or, in some cases, to receive promotions.

DEPARTMENT OF THE ARMY, DEPARTMENT OF DEFENSE

1. One of the major commands (MACOM) published a "Digest of Employment Programs/Authorities" which was forwarded to all subcommands/activities for further distribution to managers and supervisors. This publication describes a variety of employment programs, including those for severely handicapped individuals, and is intended to serve as a ready reference for supervisors as well as a vehicle to encourage increased emphasis on use of these programs.

2. Civilian Personnel Offices have representatives who conduct placement follow-up visits with supervisors of handicapped employees and encourage the supervisors to issue letters of commendation on the performance of their handicapped employees which can be used to encourage other supervisors to select handicapped applicants. Supervisors who give affirmative support to the program for handicapped individuals are given special recognition.

3. One installation has tested a program to reemploy long-term disabled persons who are on worker's compensation. The test program has been completed and has been evaluated by Army. The Department of Labor Worker's Compensation Division informed Army that between 20-25 percent long-term disabled persons could be removed from the worker's compensation rolls. The installation was able to reemploy 23% of the long-term disabled persons for a savings of over two million dollars. Army is going to expand this program Army-wide.

4. One of the major commands designed and distributed a National Employ the Handicapped (NETH) Week pamphlet for supervisors and managers. The 13-page pamphlet was targeted at educating supervisors and managers on their roles and responsibilities in employing, advancing, and retaining handicapped individuals. It focused on the contributions handicapped employees can make when given employment opportunities; the difficulties encountered in their efforts to secure employment; and issues regarding open and fair employment consideration for handicapped applicants.

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APPENDIX PART II

STATISTICAL DATA - HANDICAPPED INDIVIDUALS

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TABLE II-1
EVALUATION OF 1984 ACCOMPLISHMENTS AND FY 1985 PLANS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	FY 1984 ACCOMPLISHMENTS				FY 1985 PROGRAM PLANS		
	SATISFACTORY	UNSATISFACTORY	NOT SUBMITTED	INCOMPLETE	COMPLETE	INCOMPLETE	NOT SUBMITTED
ACTION	X				X		
ADMINISTRATIVE CONFERENCE OF THE U.S.	X				X		
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	X				X		
ADVISORY COMMITTEE ON FEDERAL PAY	X				X		
AGENCY FOR INTERNATIONAL DEVELOPMENT	X				X		
AGRICULTURE	X				X		
AMERICAN BATTLE MONUMENTS COMMISSION	X				X		
APPALACHIAN REGIONAL COMMISSION	X				X		
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	X				X		
ARMS CONTROL & DISARMAMENT AGENCY	X				X		
BOARD FOR INTERNATIONAL BROADCASTING	X				X		
CENTRAL INTELLIGENCE AGENCY	X				X		
COMMERCE	X				X		
COMMISSION ON CIVIL RIGHTS	X				X		
COMMITTEE FOR PURCHASE FROM BLIND ETC.	X				X		
COMMODITY FUTURES TRADING COMMISSION		X			X		
CONSUMER PRODUCT SAFETY COMMISSION	X				X		
DEFENSE, DEPARTMENT OF							
AIR FORCE	X				X		
ARMY	X				X		
ARMY/AIR FORCE EXCHANGE SERVICE	X				X		
DEFENSE AUDIOVISUAL AGENCY	X				X		
DEFENSE COMMUNICATIONS AGENCY	X				X		

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	SATISFACTORY	UNSATISFACTORY	NOT SUBMITTED	INCOMPLETE	COMPLETE	INCOMPLETE	NOT SUBMITTED
DEFENSE CONTRACT AUDIT AGENCY	X				X		
DEFENSE INTELLIGENCE AGENCY	X				X		
DEFENSE INVESTIGATIVE SERVICE	X				X		
DEFENSE LOGISTICS AGENCY	X				X		
DEFENSE MAPPING AGENCY	X				X		
DEFENSE NUCLEAR AGENCY	X				X		
NATIONAL GUARD BUREAU	X				X		
NATIONAL SECURITY AGENCY	X				X		
NAVY	X				X		
OCHAMPUS		X			X		
OFFICE OF DEPENDENTS SCHOOLS	X				X		
OFFICE OF SECRETARY	X				X		
UNIFORMED SERVICES UNIV. OF THE HEALTH SCI.	X				X		
EDUCATION	X				X		
ENERGY	X				X		
ENVIRONMENTAL PROTECTION AGENCY	X				X		
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	X				X		
EXECUTIVE OFFICE OF THE PRESIDENT	X				X		
EXPORT-IMPORT BANK	X				X		
FARM CREDIT ADMINISTRATION		X			X		
FEDERAL COMMUNICATIONS COMMISSION	X				X		
FEDERAL DEPOSIT INSURANCE CORPORATION		X			X		
FEDERAL ELECTION COMMISSION	X				X		

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FEDERAL EMERGENCY MANAGEMENT AGENCY	X				X		
FEDERAL HOME LOAN BANK BOARD	X				X		
FEDERAL LABOR RELATIONS AUTHORITY	X				X		
FEDERAL MARITIME COMMISSION	X				X		
FEDERAL MEDIATION & CONCILIATION SERVICE			X				X
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	X				X		
FEDERAL RESERVE SYSTEM	X				X		
FEDERAL TRADE COMMISSION	X					X	
GENERAL SERVICES ADMINISTRATION		X			X		
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	X				X		
HEALTH AND HUMAN SERVICES	X				X		
HOUSING & URBAN DEVELOPMENT	X				X		
INTER-AMERICAN FOUNDATION	X				X		
INTERIOR		X			X		
INTERNATIONAL TRADE COMMISSION	X				X		
INTERSTATE COMMERCE COMMISSION	X				X		
JAPAN-US FRIENDSHIP COMMISSION	X				X		
JUSTICE	X					X	
LABOR	X				X		
MARINE MAMMAL COMMISSION	X				X		
MERIT SYSTEMS PROTECTION BOARD		X			X		
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	X				X		
NATIONAL CAPITOL PLANNING COMMISSION			X				X

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	SATISFACTORY	UNSATISFACTORY	NOT SUBMITTED	INCOMPLETE	COMPLETE	INCOMPLETE	NOT SUBMITTED
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	X				X		
NATIONAL CREDIT UNION ADMINISTRATION	X				X		
NATIONAL ENDOWMENT FOR THE ARTS			X				X
NATIONAL ENDOWMENT FOR THE HUMANITIES		X			X		
NATIONAL GALLERY OF ART		X			X		
NATIONAL LABOR RELATIONS BOARD		X			X		
NATIONAL MEDIATION BOARD			X				X
NATIONAL SCIENCE FOUNDATION		X			X		
NATIONAL TRANSPORTATION SAFETY BOARD	X				X		
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	X				X		
NUCLEAR REGULATORY COMMISSION		X			X		
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.			X				X
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS.			X				X
OFFICE OF PERSONNEL MANAGEMENT	X				X		
OVERSEAS PRIVATE INVESTMENT CORPORATION	X				X		
PANAMA CANAL COMMISSION	X				X		
PEACE CORPS		X			X		
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	X				X		
PENSION BENEFIT GUARANTY CORPORATION	X				X		
POSTAL RATE COMMISSION	X				X		
RAILROAD RETIREMENT BOARD	X				X		
SECURITIES AND EXCHANGE COMMISSION	X				X		
SELECTIVE SERVICE SYSTEM	X				X		

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	SATISFACTORY	UNSATISFACTORY	NOT SUBMITTED	INCOMPLETE	COMPLETE	INCOMPLETE	NOT SUBMITTED
SMALL BUSINESS ADMINISTRATION	X				X		
SMITHSONIAN INSTITUTION	X				X		
SOLDIERS' AND AIRMEN'S HOME		X			X		
STATE		X			X		
TENNESSEE VALLEY AUTHORITY	X				X		
TRANSPORTATION	X				X		
TREASURY	X				X		
U.S. INFORMATION AGENCY	X				X		
U.S. POSTAL SERVICE	X				X		
VETERANS ADMINISTRATION	X				X		

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TABLE II-2
FY 1985 HIRING GOALS BY AGENCY
STATUS AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	TARGETED DISABILITIES	%	FY 1985 HIRING GOALS FOR TARGETED DISABILITIES FROM OCT. 1, 1984 TO SEPT. 30, 1985		
						NUMBER	%	% REPRESENTATION PLANNED
ACTION	510	29	5.69	7	1.37	1	5.00	1.64
ADMINISTRATIVE CONFERENCE OF THE U.S.	20	0	0.00	0	0.00	NA	NA	NA
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	41	1	2.44	0	0.00	NA	NA	NA
ADVISORY COMMITTEE ON FEDERAL PAY	2	0	0.00	0	0.00	NA	NA	NA
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,925	81	2.06	15	0.38	1	2.00	0.42
AGRICULTURE	127,050	5,329	4.19	792	0.62	178	0.61	0.64
AMERICAN BATTLE MONUMENTS COMMISSION	47	0	0.00	0	0.00	NA	NA	NA
APPALACHIAN REGIONAL COMMISSION	4	0	0.00	0	0.00	NA	NA	NA
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	30	8	26.67	6	20.00	NA	NA	NA
ARMS CONTROL & DISARMAMENT AGENCY	189	15	7.94	4	2.12	NA	NA	NA
BOARD FOR INTERNATIONAL BROADCASTING	8	0	0.00	0	0.00	NA	NA	NA
CENTRAL INTELLIGENCE AGENCY	EXEMPT FROM REPORTING REQUIREMENTS							
COMMERCE	32,391	1,362	4.20	294	0.91	36	0.97	0.97
COMMISSION ON CIVIL RIGHTS	250	11	4.40	5	2.00	NA	NA	NA
COMMITTEE FOR PURCHASE FROM BLIND ETC.	15	3	20.00	3	20.00	NA	NA	NA
COMMODITY FUTURES TRADING COMMISSION	553	16	2.89	2	0.36	2	2.77	0.72
CONSUMER PRODUCT SAFETY COMMISSION	596	5	0.84	5	0.84	2	4.00	1.22
DEFENSE, DEPARTMENT OF	1,004,574	68,192	6.79	10,298	1.03	2,095		
AIR FORCE	207,441	20,136	9.71	2,568	1.24	475	1.15	1.30
ARMY	338,626	23,586	6.97	3,565	1.05	591	1.24	1.09
ARMY/AIR FORCE EXCHANGE SERVICE	51,641	479	0.93	255	0.49	229	0.69	0.61
DEFENSE AUDIOVISUAL AGENCY	268	14	5.22	0	0.00	NA	NA	NA
DEFENSE COMMUNICATIONS AGENCY	1,873	94	5.02	19	1.01	5	4.23	1.29

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AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	TARGETED DISABILITIES	%	FY 1985 HIRING GOALS FOR TARGETED DISABILITIES FROM OCT. 1, 1984 TO SEPT. 30, 1985		
						NUMBER	%	% REPRESENTATION PLANNED
DEFENSE CONTRACT AUDIT AGENCY	4,223	163	3.86	23	0.54	2	0.43	0.59
DEFENSE INTELLIGENCE AGENCY	EXEMPT FOR NAT. SECURITY		5.10	10	0.40		1.30	0.50
DEFENSE INVESTIGATIVE SERVICE	3,266	140	4.29	32	0.98	9	1.82	1.11
DEFENSE LOGISTICS AGENCY	49,361	3,243	6.57	658	1.33	15	0.46	1.39
DEFENSE MAPPING AGENCY	8,866	726	8.19	115	1.30	23	8.21	1.43
DEFENSE NUCLEAR AGENCY	733	22	3.00	6	0.82	2	1.76	1.04
NATIONAL GUARD BUREAU	1,953	59	3.02	16	0.82	2	0.64	0.83
NATIONAL SECURITY AGENCY	EXEMPT FOR NATIONAL SECURITY				1.00	NA	NA	NA
NAVY	319,038	19,158	6.00	2,980	0.93	725	1.20	1.00
OCHAMPUS	216	11	5.09	2	0.93	NA	NA	NA
OFFICE OF DEPENDENTS SCHOOLS	12,905	193	1.50	15	0.12	4	0.13	0.12
OFFICE OF SECRETARY	3,379	138	4.08	20	0.59	10	1.21	0.72
UNIFORMED SERVICES UNIV. OF THE HEALTH SCI.	785	30	3.82	14	1.78	3	1.50	1.92
EDUCATION	5,543	421	7.60	126	2.27	0	4.90	2.27
ENERGY	17,138	648	3.78	109	0.64	11	0.58	0.63
ENVIRONMENTAL PROTECTION AGENCY	13,255	443	3.34	100	0.75	8	1.00	0.75
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	3,084	409	13.26	59	1.91	6	1.71	2.04
EXECUTIVE OFFICE OF THE PRESIDENT	1,451	22	1.52	3	0.21	1	0.33	0.29
EXPORT-IMPORT BANK	359	27	7.52	6	1.67	NA	NA	NA
FARM CREDIT ADMINISTRATION	307	6	1.95	0	0.00	NA	NA	NA
FEDERAL COMMUNICATIONS COMMISSION	2,027	100	4.93	20	0.99	2	1.86	1.06
FEDERAL DEPOSIT INSURANCE CORPORATION	4,628	248	5.36	27	0.58	6	1.50	0.70
FEDERAL ELECTION COMMISSION	225	7	3.11	1	0.44	NA	NA	NA

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						NUMBER	%	% REPRESENTATION PLANNED
FEDERAL EMERGENCY MANAGEMENT AGENCY	2,562	138	5.39	18	0.70	1	2.00	0.74
FEDERAL HOME LOAN BANK BOARD	1,473	88	5.97	9	0.61	1	0.50	0.70
FEDERAL LABOR RELATIONS AUTHORITY	319	3	0.94	1	0.31	NA	NA	NA
FEDERAL MARITIME COMMISSION	235	25	10.64	8	3.40	NA	NA	NA
FEDERAL MEDIATION & CONCILIATION SERVICE	REPORT NOT SUBMITTED							
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	56	9	16.07	1	1.79	NA	NA	NA
FEDERAL RESERVE SYSTEM	1,566	47	3.00	35	2.23	6	4.00	2.30
FEDERAL TRADE COMMISSION	1,411	56	3.97	13	0.92	NO HIRING GOALS ESTABLISHED		
GENERAL SERVICES ADMINISTRATION	29,508	1,412	4.79	407	1.38	100	2.43	1.72
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4	0	0.00	0	0.00	NA	NA	NA
HEALTH AND HUMAN SERVICES	146,915	7,301	4.97	1,740	1.18	65	3.73	1.27
HOUSING & URBAN DEVELOPMENT	12,465	825	6.62	132	1.06	3	1.26	1.09
INTER-AMERICAN FOUNDATION	74	0	0.00	0	0.00	NA	NA	NA
INTERIOR	80,468	3,672	4.56	618	0.77		1.00	
INTERNATIONAL TRADE COMMISSION	436	18	4.13	4	0.92	NA	NA	NA
INTERSTATE COMMERCE COMMISSION	1,068	75	7.02	11	1.03	1	2.22	1.26
JAPAN-U.S. FRIENDSHIP COMMISSION	3	0	0.00	0	0.00	NA	NA	NA
JUSTICE	62,466	1,356	2.17	260	0.42	NO HIRING GOALS ESTABLISHED		
LABOR	18,314	992	5.42	218	1.19	10	3.33	1.22
MARINE MAMMAL COMMISSION	7	0	0.00	0	0.00	NA	NA	NA
MERIT SYSTEMS PROTECTION BOARD	373	14	3.75	5	1.34	NA	NA	NA
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	23,100	1,290	5.58	185	0.80	15	0.83	0.81
NATIONAL CAPITOL PLANNING COMMISSION	REPORT NOT SUBMITTED							

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						NUMBER	%	% REPRESENTATION PLANNED
NATIONAL COMM. ON LIBRARY AND INFO. SCIENCE	11	0	0.00	0	0.00	NA	NA	NA
NATIONAL CREDIT UNION ADMINISTRATION	610	24	3.93	2	0.33	1	0.90	0.49
NATIONAL ENDOWMENT FOR THE ARTS	REPORT NOT SUBMITTED							
NATIONAL ENDOWMENT FOR THE HUMANITIES	262	13	4.96	3	1.15	NA	NA	NA
NATIONAL GALLERY OF ART	779	14	1.80	14	1.80	2	0.48	1.89
NATIONAL LABOR RELATIONS BOARD	2,755	122	4.43	28	1.02	4	1.33	1.08
NATIONAL MEDIATION BOARD	REPORT NOT SUBMITTED							
NATIONAL SCIENCE FOUNDATION	1,214	53	4.37	13	1.07	1	7.70	1.15
NATIONAL TRANSPORTATION SAFETY BOARD	331	13	3.93	2	0.60	NA	NA	NA
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	52	6	11.54	0	0.00	NA	NA	NA
NUCLEAR REGULATORY COMMISSION	3,836	175	4.56	19	0.50	2	0.59	0.53
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	REPORT NOT SUBMITTED							
OFFICE FED. INSPEC. AL. NAT. GAS TRANS. SYS.	REPORT NOT SUBMITTED							
OFFICE OF PERSONNEL MANAGEMENT	6,880	381	5.54	93	1.35	10	1.00	1.37
OVERSEAS PRIVATE INVESTMENT CORPORATION	137	4	2.92	0	0.00	NA	NA	NA
PANAMA CANAL COMMISSION	8,122	215	2.65	34	0.42	5	5.26	0.47
PEACE CORPS	761	15	1.97	8	1.05	2	0.45	1.31
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	35	0	0.00	0	0.00	NA	NA	NA
PENSION BENEFIT GUARANTY CORPORATION	440	35	7.95	11	2.50	NA	NA	NA
POSTAL RATE COMMISSION	63	7	11.11	4	6.35	NA	NA	NA
RAILROAD RETIREMENT BOARD	1,513	91	6.01	14	0.93	1	2.00	0.99
SECURITIES AND EXCHANGE COMMISSION	1,979	72	3.64	28	1.41	5	1.31	1.68
SELECTIVE SERVICE SYSTEM	261	17	6.51	1	0.38	NA	NA	NA

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						NUMBER	%	% REPRESENTATION PLANNED
SMALL BUSINESS ADMINISTRATION	4,970	265	5.33	50	1.01	5	0.68	1.04
SMITHSONIAN INSTITUTION	4,216	149	3.53	30	0.71	2	0.66	0.77
SOLDIERS' AND AIRMEN'S HOME	829	32	3.86	1	0.12	3	2.30	0.47
STATE	13,467	368	2.73	49	0.36	9	0.93	0.39
TENNESSEE VALLEY AUTHORITY	33,944	1,412	4.16	168	0.49	27	5.95	0.00
TRANSPORTATION	63,447	2,263	3.57	247	0.39	67	0.87	0.41
TREASURY	139,916	9,611	6.87	2,022	1.45	414	1.53	1.46
U.S. INFORMATION AGENCY	4,795	152	3.17	36	0.75	6	0.71	0.82
U.S. POSTAL SERVICE	679,598	20,381	3.00	4,738	0.70	461	1.00	0.72
VETERANS ADMINISTRATION	239,923	22,761	9.49	3,836	1.60	928	1.60	1.61
TOTAL	2,816,191	153,355	5.45	26,998	0.96	4,506		

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TABLE II-3
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
OCTOBER 1, 1983, TO SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL WORK FORCE 10/83 / 9/84	HANDICAPPED EMPLOYEES 10/83 %	HANDICAPPED EMPLOYEES 9/84 %	TARGETED DISABILITIES 10/83 %	TARGETED DISABILITIES 9/84 %	GOALS ACCN. RATE/ % REP	TARGETED DISABILITIES AVERAGE GRADE 10/83 WHITE COLLAR / BLUE COLLAR	TARGETED DISABILITIES AVERAGE GRADE 9/84 WHITE COLLAR / BLUE COLLAR	FROM 10/83 TO 9/84 TOTAL ACCNS*	FROM 10/83 TO 9/84 TOTAL LOSSES	FROM 10/83 TO 9/84 TD ACCNS* %	FROM 10/83 TO 9/84 TD LOSSES %	FROM 10/83 TO 9/84 TD APPLS*	* A B	* S P
ACTION	524 510	26 4.96	29 5.69	7 1.34	7 1.37	6.66 1.58	9.30 NONE	9.60 NONE	88	106	0 0.00	0 0.00	NOT AVAIL.	N	N
ADMINISTRATIVE CONFERENCE OF THE U.S.	20 20	0 0.00	0 0.00	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	2	2	0 0.00	0 0.00	0	N	N
ADVISORY COMMISSION ON INTERGOVT. RELATIONS	31 41	1 3.23	1 2.44	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	14	16	0 0.00	0 0.00	0	N	N
ADVISORY COMMITTEE ON FEDERAL PAY	2 2	0 0.00	0 0.00	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	0	0	0 0.00	0 0.00	0	N	N
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,753 3,925	78 2.08	81 2.06	13 0.35	15 0.38	3.00 0.45	11.00 NONE	11.00 NONE	451	356	3 0.67	1 0.28	7	X	X
AGRICULTURE	129,776 127,050	5,579 4.30	5,329 4.19	791 0.61	792 0.62	0.66 0.65	6.40 4.30	6.40 4.10	48230	40952	NOT AVAIL.	NOT AVAIL.	46	X	X
AMERICAN BATTLE MONUMENTS COMMISSION	47 47	0 0.00	0 0.00	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	0	0	0 0.00	0 0.00	0	N	N
APPALACHIAN REGIONAL COMMISSION	4 4	0 0.00	0 0.00	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	0	0	0 0.00	0 0.00	0	N	N
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	22 30	5 22.73	8 26.67	4 18.18	6 20.00	NOT REQ	13.00 NONE	13.00 NONE	8	3	2 25.00	0 0.00	30	N	N
ARMS CONTROL & DISARMAMENT AGENCY	189 189	15 7.94	15 7.94	4 2.12	4 2.12	NOT REQ	NONE NONE	NONE NONE	29	13	0 0.00	0 0.00	0	N	N
BOARD FOR INTERNATIONAL BROADCASTING	8 8	0 0.00	0 0.00	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	0	0	0 0.00	0 0.00	0	X	N
CENTRAL INTELLIGENCE AGENCY	EXEMPT FROM DATA REPORTING REQUIREMENTS														
COMMERCE	32,817 32,391	1,448 4.41	1,362 4.20	291 0.89	294 0.91	1.15 0.99	7.00 3.80	6.80 3.70	4592	4893	22 0.48	26 0.53	33	X	X
COMMISSION ON CIVIL RIGHTS	240 250	10 4.17	11 4.40	5 2.08	5 2.00	NOT REQ	10.20 NONE	7.40 NONE	59	46	1 1.69	0 0.00	0	N	N

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AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
OCTOBER 1, 1983, TO SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL WORK FORCE 10/83 9/84	HANDICAPPED EMPLOYEES 10/83 %	HANDICAPPED EMPLOYEES 9/84 %	TARGETED DISABILITIES 10/83 %	TARGETED DISABILITIES 9/84 %	GOALS ACCN. RATE/ % REP	TARGETED DISABILITIES AVERAGE GRADE 10/83 WHITE COLLAR	TARGETED DISABILITIES AVERAGE GRADE 9/84 BLUE COLLAR	FROM 10/83 TO 9/84 TOTAL ACCNS*	TOTAL LOSSES	TD ACCNS* %	TD LOSSES %	TD APPLS*	* A B	* S P
COMMITTEE FOR PURCHASE FROM BLIND ETC.	16 15	4 25.00	3 20.00	4 25.00	3 20.00	NOT REQ	12.00 NONE	14.00 NONE	2	2	1 50.00	0 0.00	1	N	N
COMMODITY FUTURES TRADING COMMISSION	465 553	19 4.09	16 2.89	2 0.43	2 0.36	NOT REQ	9.00 NONE	9.50 NONE	141	53	0 0.00	0 0.00	19	N	N
CONSUMER PRODUCT SAFETY COMMISSION	634 596	7 1.10	5 0.84	4 0.63	5 0.84	4.00 0.90	4.50 NONE	5.70 NONE	117	141	1 0.85	0 0.00	11	N	N
DEFENSE, DEPARTMENT OF	987,240 1,004,574	67,110 6.80	68,192 6.79	9,438 0.96	10,298 1.03				177003	175165	1718 0.97	1344 0.77	2384		
AIR FORCE	205,795 207,441	20432 9.93	20,136 9.71	2462 1.20	2,568 1.24	1.05 1.25	5.03 6.25	6.53 6.42	41494	41399	446 1.07	340 0.82	1892	X	N
ARMY	332,833 338,626	23203 6.97	23,586 6.97	3334 1.00	3,565 1.05	1.30 1.05	6.20 6.00	6.30 5.90	47546	42966	530 1.11	392 0.91	NOT AVAIL.	X	X
ARMY/AIR FORCE EXCHANGE SERVICE	51,715 51,641	416 0.80	479 0.93	114 0.22	255 0.49	0.11 0.31	10.00 3.00	10.00 3.00	29172	32000	47 0.16	57 0.18	31	X	X
DEFENSE AUDIOVISUAL AGENCY	218 268	11 5.05	14 5.22	1 0.46	0 0.00	NOT REQ	7.00 NONE	NOT RPTD	91	88	0 0.00	1 1.14	0	X	N
DEFENSE COMMUNICATIONS AGENCY	1,471 1,873	70 4.76	94 5.02	14 0.95	19 1.01	1.13 0.98	10.00 5.00	10.00 5.00	118	144	5 4.24	5 3.47	NOT AVAIL.	N	N
DEFENSE CONTRACT AUDIT AGENCY	3,803 4,223	157 4.13	163 3.86	17 0.45	23 0.54	0.26 0.45	10.00 NONE	9.00 NONE	1034	605	7 0.68	1 0.17	7	N	N
DEFENSE INTELLIGENCE AGENCY	EXEMPT FOR	NATIONAL 5.40	SECURITY 5.10	0.30	10 0.40	1.11 0.42	12.00 NONE	11.00 NONE	426	319	2 0.47	1 0.31	51	N	N
DEFENSE INVESTIGATIVE SERVICE	3,239 3,266	147 4.54	140 4.29	24 0.74	32 0.98	1.08 0.84	8.30 NONE	8.50 NONE	516	489	9 1.74	1 0.20	32	X	N
DEFENSE LOGISTICS AGENCY	46,921 49,361	3151 6.72	3,243 6.57	614 1.31	658 1.33	0.41 1.31	5.50 5.40	5.60 5.50	3514	1074	75 2.13	31 2.89	80	X	N
DEFENSE MAPPING AGENCY	8,813 8,866	726 8.24	726 8.19	106 1.20	115 1.30	2.45 1.37	8.27 7.19	7.82 5.96	1274	1202	12 0.94	3 0.25	206	X	N

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TABLE II-3
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
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AGENCY OR DEPARTMENT	TOTAL WORK FORCE 10/83 9/84	HANDICAPPED EMPLOYEES 10/83 %	HANDICAPPED EMPLOYEES 9/84 %	TARGETED DISABILITIES 10/83 %	TARGETED DISABILITIES 9/84 %	GOALS ACCN. RATE/ % REP	TARGETED DISABILITIES AVERAGE GRADE 10/83 WHITE COLLAR	TARGETED DISABILITIES AVERAGE GRADE 10/83 BLUE COLLAR	TARGETED DISABILITIES AVERAGE GRADE 9/84 WHITE COLLAR	TARGETED DISABILITIES AVERAGE GRADE 9/84 BLUE COLLAR	FROM 10/83 TO 9/84 TOTAL ACCNS*	FROM 10/83 TO 9/84 TOTAL LOSSES	FROM 10/83 TO 9/84 TD ACCNS* %	FROM 10/83 TO 9/84 TD LOSSES %	FROM 10/83 TO 9/84 TD APPLS*	* A B	* S P
DEFENSE NUCLEAR AGENCY	632 733	21 3.32	22 3.00	4 0.63	6 0.82	1.02 1.09	5.00 5.00		5.00 4.00		168	113	3 1.79	1 0.88	5	 N	 N
NATIONAL GUARD BUREAU	1,700 1,953	40 2.35	59 3.02	10 0.59	16 0.82	1.96 0.64	5.80 NONE		5.90 NONE		360	107	6 1.67	0 0.00	NOT AVAIL.	 X	 X
NATIONAL SECURITY AGENCY	EXEMPT FROM DATA REPORTING REQUIREMENTS															 X	 N
NAVY	314,890 319,038	18432 5.85	19,158 6.00	2693 0.86	2,980 0.93	1.69 0.95	6.50 6.20		6.60 6.60		46496	51892	560 1.20	501 0.97	NOT AVAIL.	 X	 X
OCHAMPUS	213 216	10 4.69	11 5.09	2 0.94	2 0.93	NOT REQ	10.50 NONE		10.50 NONE		48	46	0 0.00	0 0.00	4	 N	 N
OFFICE OF DEPENDENTS SCHOOLS	11,768 12,905	163 1.39	193 1.50	15 0.13	15 0.12	0.11 0.13	8.30 NONE		10.50 NONE		2937	1800	4 0.14	4 0.22	5	 X	 X
OFFICE OF SECRETARY	2,530 3,379	105 4.15	138 4.08	15 0.59	20 0.59	1.50 0.76	8.30 NONE		9.40 NONE		1493	697	9 0.60	4 0.57	40	 X	 X
UNIFORMED SERVICES UNIV. OF THE HLTH SCI.	699 785	26 3.72	30 3.82	13 1.86	14 1.78	1.00 1.86	6.00 4.00		5.30 3.40		316	224	3 0.95	2 0.89	31	 N	 N
EDUCATION	5,553 5,543	367 6.61	421 7.60	119 2.14	126 2.27	NONE 3.00	8.90 NONE		11.60 5.00		NOT AVAIL.	NOT AVAIL.	NOT AVAIL.	NOT AVAIL.	NOT AVAIL.	 X	 N
ENERGY	15,792 17,138	622 3.94	648 3.78	95 0.60	109 0.64	1.01 0.66	9.08 7.55		9.05 7.50		1847	2097	17 0.92	3 0.14	NOT AVAIL.	 N	 X
ENVIRONMENTAL PROTECTION AGENCY	11,500 13,255	400 3.48	443 3.34	84 0.73	100 0.75	1.00 0.74	6.70 3.50		7.90 4.90		2523	768	23 0.91	6 0.78	NOT AVAIL.	 X	 N
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	3,183 3,084	327 10.27	409 13.26	46 1.45	59 1.91	4.00 1.63	NOT RPTD		NOT RPTD		359	373	17 4.74	4 1.07	NOT AVAIL.	 X	 X
EXECUTIVE OFFICE OF THE PRESIDENT	1,416 1,451	21 1.48	22 1.52	1 0.07	3 0.21	NOT RPTD	7.00 NONE		9.30 NONE		303	268	2 0.66	0 0.00	4	 X	 X
EXPORT-IMPORT BANK	335 359	27 8.06	27 7.52	5 1.49	6 1.67	NOT REQ	7.40 NONE		6.80 NONE		98	74	1 1.02	0 0.00	1	 N	 N

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TABLE II-3
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
OCTOBER 1, 1983, TO SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL WORK FORCE 10/83 / 9/84	HANDICAPPED EMPLOYEES 10/83 %	HANDICAPPED EMPLOYEES 9/84 %	TARGETED DISABILITIES 10/83 %	TARGETED DISABILITIES 9/84 %	GOALS ACCN. RATE/ % REP	TARGETED DISABILITIES AVERAGE GRADE 10/83 WHITE BLUE COLLAR	TARGETED DISABILITIES AVERAGE GRADE 9/84 WHITE BLUE COLLAR	FROM 10/83 TO 9/84 TOTAL ACCNS*	FROM 10/83 TO 9/84 TOTAL LOSSES	FROM 10/83 TO 9/84 TD ACCNS* %	FROM 10/83 TO 9/84 TD LOSSES %	FROM 10/83 TO 9/84 TD APPLS*	* A B	* S P
FARM CREDIT ADMINISTRATION	308 307	7 2.27	6 1.95	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	115	116	0 0.00	0 0.00	0	 N	 N
FEDERAL COMMUNICATIONS COMMISSION	1,918 2,027	96 5.01	100 4.93	18 0.94	20 0.99	1.20 0.95	10.00 3.00	10.00 3.00	324	215	5 1.54	3 1.40	35	 X	 N
FED. DEPOSIT INSURANCE CORPORATION	3,619 4,628	174 4.81	248 5.36	30 0.83	27 0.58	0.36 0.93	7.50 NONE	7.50 NONE	1842	991	6 0.33	5 0.50	NOT AVAIL.	 X	 X
FEDERAL ELECTION COMMISSION	213 225	5 2.35	7 3.11	0 0.00	1 0.44	NOT REQ	4.00 NONE	4.00 NONE	12	0	1 8.33	0 0.00	0	 N	 N
FEDERAL EMERGENCY MANAGEMENT AGENCY	4,565 2,562	204 4.47	138 5.39	35 0.77	18 0.70	1.00 0.79	10.80 6.50	10.00 NONE	50	100	1 2.00	0 0.00	4	 X	 X
FEDERAL HOME LOAN BANK BOARD	1,560 1,473	92 5.90	88 5.97	9 0.58	9 0.61	0.51 0.67	11.00 9.00	11.00 9.00	173	263	0 0.00	0 0.00	5	 X	 X
FEDERAL LABOR RELATIONS AUTHORITY	298 319	1 0.34	3 0.94	1 0.34	3 0.94	NOT REQ	9.00 NONE	5.66 NONE	96	57	2 2.08	0 0.00	NOT AVAIL.	 N	 N
FEDERAL MARITIME COMMISSION	265 235	30 11.32	25 10.64	8 3.02	8 3.40	NOT REQ	8.10 NONE	7.25 NONE	22	52	0 0.00	2 3.85	16	 X	 X
FEDERAL MEDIATION & CONCILIATION SERVICE	REPORT NOT SUBMITTED														
FEDERAL MINE SAFETY & HEALTH REVIEW COMM.	60 56	8 13.33	9 16.07	1 1.67	1 1.79	NOT REQ	16.00 NONE	16.00 NONE	6	8	0 0.00	0 0.00	0	 N	 N
FEDERAL RESERVE SYSTEM	1,535 1,566	40 2.61	47 3.00	30 1.95	35 2.23	3.33 2.08	11.50 8.00	9.90 10.00	196	159	11 5.61	5 3.14	NOT AVAIL.	 X	 X
FEDERAL TRADE COMMISSION	1,454 1,411	38 2.61	56 3.97	11 0.76	13 0.92	NONE NONE	8.70 NONE	9.90 NONE	311	354	2 0.64	3 0.85	29	 N	 N
GENERAL SERVICES ADMINISTRATION	25,395 29,508	939 3.70	1,412 4.79	363 1.43	407 1.38	1.00 1.43	5.80 3.10	NONE 3.20	NOT AVAIL.	NOT AVAIL.	NOT AVAIL.	NOT AVAIL.	31	 N	 N
HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	4 4	0 0.00	0 0.00	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	0	0	NA	NA	0	 N	 N

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OCTOBER 1, 1983, TO SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL WORK FORCE 10/83 / 9/84	HANDICAPPED EMPLOYEES 10/83 %	HANDICAPPED EMPLOYEES 9/84 %	TARGETED DISABILITIES 10/83 %	TARGETED DISABILITIES 9/84 %	GOALS ACCN. RATE/ % REP	TARGETED DISABILITIES AVERAGE GRADE 10/83 WHITE COLLAR	TARGETED DISABILITIES AVERAGE GRADE 9/84 WHITE COLLAR	FROM 10/83 TO 9/84 TOTAL ACCNS*	FROM 10/83 TO 9/84 TOTAL LOSSES	FROM 10/83 TO 9/84 TD ACCNS* %	FROM 10/83 TO 9/84 TD LOSSES %	FROM 10/83 TO 9/84 TD APPLS*	* A B	* S P
HEALTH & HUMAN SERVICES	150,881 146,915	7401 4.91	7,301 4.97	1747 1.16	1,740 1.18	1.22 1.20	6.30 3.90	6.30 4.00	18142	25982	143 0.79	224 0.86	NOT AVAIL.	X	X
HOUSING & URBAN DEVELOPMENT	13,045 12,465	806 6.18	825 6.62	126 0.97	132 1.06	1.18 0.99	7.90 4.00	8.20 NONE	1515	2087	10 0.66	15 0.72	NOT AVAIL.	X	X
INTER-AMERICAN FOUNDATION	64 74	0 0.00	0 0.00	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	10	0	0 0.00	0 0.00	0	N	N
INTERIOR	79,398 80,468	3631 4.57	3,672 4.56	632 0.80	618 0.77	1.00 0.91	6.50 4.30	6.40 4.70	20255	23100	98 0.48	68 0.29	250		
INTERNATIONAL TRADE COMMISSION	429 436	22 5.13	18 4.13	4 0.93	4 0.92	NOT REQ	5.00 NONE	5.00 NONE	98	54	1 1.02	0 0.00	15	X	X
INTERSTATE COMMERCE COMMISSION	1,249 1,068	90 7.21	75 7.02	11 0.88	11 1.03	3.50 1.09	9.50 NONE	10.00 NONE	45	226	1 2.22	2 0.88	19	N	N
JAPAN-U.S. FRIENDSHIP COMMISSION	3 3	0 0.00	0 0.00	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	0	0	NA	NA	0	N	N
JUSTICE	59,698 62,466	1251 2.10	1,356 2.17	226 0.38	260 0.42	NONE NONE	6.00 4.00	6.00 6.10	12226	9371	48 0.39	11 0.12	NOT AVAIL.	X	X
LABOR	18,958 18,314	1211 6.39	992 5.42	178 0.94	218 1.19	1.10 0.98	8.40 NONE	6.80 NONE	2468	644	51 2.07	11 1.71	75	X	X
MARINE MAMMAL COMMISSION	8 7	0 0.00	0 0.00	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	0	1	0 0.00	0 0.00	0	N	N
MERIT SYSTEMS PROTECTION BOARD	375 373	20 5.33	14 3.75	7 1.87	5 1.34	NOT REQ	8.00 NONE	8.00 NONE	34	52	0 0.00	2 3.85	5	N	N
NATIONAL AERONAUTICS & SPACE ADMINISTRATION	23,783 23,100	1365 5.74	1,290 5.58	176 0.74	185 0.80	1.20 0.80	9.20 10.00	9.20 10.80	2171	2858	37 1.70	34 1.19	NOT AVAIL.	X	X
NATIONAL CAPITOL PLANNING COMMISSION	REPORT NOT SUBMITTED														
NAT. COMM. ON LIBRARY AND INFORMATION SCIENCE	11 11	0 0.00	0 0.00	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	0	0	NA	NA	NONE	X	N

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AGENCY OR DEPARTMENT	TOTAL WORK FORCE 10/83 9/84	HANDICAPPED EMPLOYEES 10/83 %	HANDICAPPED EMPLOYEES 9/84 %	TARGETED DISABILITIES 10/83 %	TARGETED DISABILITIES 9/84 %	GOALS ACCN. RATE/ % REP	TARGETED DISABILITIES AVERAGE GRADE 10/83 WHITE BLUE COLLAR	TARGETED DISABILITIES AVERAGE GRADE 9/84 WHITE BLUE COLLAR	FROM 10/83 TO 9/84 TOTAL ACCNS*	FROM 10/83 TO 9/84 TOTAL LOSSES	FROM 10/83 TO 9/84 TD ACCNS* %	FROM 10/83 TO 9/84 TD LOSSES %	FROM 10/83 TO 9/84 TD APPLS*	* A B	* S P
NATIONAL CREDIT UNION ADMINISTRATION	604 610	26 4.30	24 3.93	0 0.00	2 0.33	0.87 0.15	NONE NONE	9.00 NONE	122	116	1 0.82	0 0.00	32	N	N
NATIONAL ENDOWMENT FOR THE ARTS	REPORT NOT SUBMITTED														
NATIONAL ENDOWMENT FOR THE HUMANITIES	258 262	14 5.43	13 4.96	4 1.55	3 1.15	NOT REQ	4.75 NONE	5.67 NONE	67	59	0 0.00	1 1.69	0	N	N
NATIONAL GALLERY OF ART	714 779	23 3.22	14 1.80	17 2.38	14 1.80	0.40 2.43	4.00 2.00	4.00 2.40	404	403	0 0.00	3 0.74	32	X	N
NATIONAL LABOR RELATIONS BOARD	2,784 2,755	149 5.35	122 4.43	31 1.11	28 1.02	0.95 1.12	10.00 2.00	10.00 2.00	576	605	1 0.17	4 0.66	18	X	N
NATIONAL MEDIATION BOARD	REPORT NOT SUBMITTED														
NATIONAL SCIENCE FOUNDATION	1,212 1,214	50 4.13	53 4.37	13 1.07	13 1.07	7.70 1.17	10.00 NONE	8.50 NONE	276	274	2 0.72	3 1.09	NOT AVAIL.	X	N
NATIONAL TRANSPORTATION SAFETY BOARD	323 331	12 3.72	13 3.93	2 0.62	2 0.60	NOT REQ	9.00 NONE	8.50 NONE	40	63	2 5.00	2 3.17	NOT AVAIL.	N	N
NAVAJO & HOPI INDIAN RELOCATION COMMISSION	51 52	5 9.80	6 11.54	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	7	7	0 0.00	0 0.00	0	N	X
NUCLEAR REGULATORY COMMISSION	3,707 3,836	186 5.02	175 4.56	18 0.49	19 0.50	0.61 0.53	11.40 NONE	11.10 NONE	601	472	2 0.33	3 0.64	18	N	X
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMM.	REPORT NOT SUBMITTED														
OFFICE FED. INSPEC. ALASKA NAT. GAS TRANS. SYS.	REPORT NOT SUBMITTED														
OFFICE OF PERSONNEL MANAGEMENT	6,753 6,880	352 5.21	381 5.54	85 1.26	93 1.35	1.00 1.27	4.90 5.00	4.80 5.00	1479	1352	48 3.25	40 2.96	NOT AVAIL.	X	N
OVERSEAS PRIVATE INVESTMENT CORPORATION	139 137	4 2.88	4 2.92	0 0.00	0 0.00	NOT REQ	NONE NONE	NONE NONE	21	23	0 0.00	0 0.00	10	X	N

* - SEE PAGE 8 FOR LEGEND

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TABLE II-3
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
OCTOBER 1, 1983, TO SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL WORK FORCE 10/83 / 9/84	HANDICAPPED EMPLOYEES 10/83 %	HANDICAPPED EMPLOYEES 9/84 %	TARGETED DISABILITIES 10/83 %	TARGETED DISABILITIES 9/84 %	GOALS ACCN. RATE/ % REP	TARGETED DISABILITIES AVERAGE GRADE 10/83 WHITE COLLAR	TARGETED DISABILITIES AVERAGE GRADE 10/83 BLUE COLLAR	TARGETED DISABILITIES AVERAGE GRADE 9/84 WHITE COLLAR	TARGETED DISABILITIES AVERAGE GRADE 9/84 BLUE COLLAR	FROM 10/83 TO 9/84 TOTAL ACCNS*	FROM 10/83 TO 9/84 TOTAL LOSSES	FROM 10/83 TO 9/84 TD ACCNS* %	FROM 10/83 TO 9/84 TD LOSSES %	FROM 10/83 TO 9/84 TD APPLS*	* A B	* S P
PANAMA CANAL COMMISSION	8,297 / 8,122	230 / 2.77	215 / 2.65	29 / 0.35	34 / 0.42	3.50 / 0.38	5.00 / 3.00		5.00 / 3.00		862	1119	11 / 1.28	5 / 0.45	21	N	N
PEACE CORPS	747 / 761	13 / 1.74	15 / 1.97	9 / 1.20	8 / 1.05	0.26 / 1.44	5.50 / NONE		6.20 / NONE		265	333	0 / 0.00	0 / 0.00	NOT AVAIL.	X	X
PENNSYLVANIA AVENUE DEVELOPMENT CORPORATION	37 / 35	0 / 0.00	0 / 0.00	0 / 0.00	0 / 0.00	NOT REQ	NONE / NONE		NONE / NONE		0	0	0 / 0.00	0 / 0.00	0	N	N
PENSION BENEFIT GUARANTY CORPORATION	437 / 440	36 / 8.24	35 / 7.95	10 / 2.29	11 / 2.50	NOT REQ	8.30 / NONE		8.70 / NONE		208	184	2 / 0.96	1 / 0.54	13	X	N
POSTAL RATE COMMISSION	65 / 63	7 / 10.77	7 / 11.11	5 / 7.69	4 / 6.35	NOT REQ	9.00 / NONE		11.00 / NONE		13	14	1 / 7.69	1 / 7.14	3	N	N
RAILROAD RETIREMENT BOARD	1,545 / 1,513	93 / 6.02	91 / 6.01	12 / 0.78	14 / 0.93	2.10 / 0.84	6.60 / NONE		6.70 / NONE		12	44	2 / 16.67	1 / 2.27	5	X	N
SECURITIES AND EXCHANGE COMMISSION	1,874 / 1,979	80 / 4.27	72 / 3.64	24 / 1.28	28 / 1.41	1.13 / 1.33	10.50 / 6.30		6.00 / 6.00		480	407	7 / 1.46	3 / 0.74	65	N	N
SELECTIVE SERVICE SYSTEM	251 / 261	18 / 7.17	17 / 6.51	1 / 0.40	1 / 0.38	NOT REQ	14.00 / NONE		13.00 / NONE		54	76	1 / 1.85	0 / 0.00	4	N	N
SMALL BUSINESS ADMINISTRATION	5,064 / 4,970	291 / 5.75	265 / 5.33	51 / 1.01	50 / 1.01	1.25 / 1.05	8.40 / NONE		7.10 / NONE		624	718	9 / 1.44	10 / 1.39	NOT AVAIL.	N	N
SMITHSONIAN INSTITUTION	4,174 / 4,216	158 / 3.79	149 / 3.53	26 / 0.62	30 / 0.71	0.36 / 0.69	6.90 / 8.40		7.00 / 6.70		915	881	9 / 0.98	5 / 0.57	37	X	N
SOLDIERS' AND AIRMEN'S HOME	772 / 829	31 / 4.02	32 / 3.86	1 / 0.13	1 / 0.12	2.00 / 0.48	NONE / 2.00		NONE / 2.00		194	137	0 / 0.00	0 / 0.00	6	X	X
STATE	13,347 / 13,467	376 / 2.82	368 / 2.73	50 / 0.37	49 / 0.36	1.00 / 0.41	7.80 / NONE		7.90 / NONE		660	540	2 / 0.30	3 / 0.56	26	N	N
TENNESSEE VALLEY AUTHORITY	37,491 / 33,944	1287 / 3.43	1,412 / 4.16	164 / 0.44	168 / 0.49	4.53 / 0.52	DIFFERENT PERSONNEL SYSTEM				11738	15144	53 / 0.45	68 / 0.45	73	X	X
TRANSPORTATION	63,558 / 63,447	2367 / 3.72	2,263 / 3.57	230 / 0.36	260 / 0.41	1.50 / 0.38	8.10 / 7.00		8.00 / 7.00		8121	8538	35 / 0.43	51 / 0.60	330	X	N

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TABLE II-3
AFFIRMATIVE ACTION ACCOMPLISHMENT REPORTS
OCTOBER 1, 1983, TO SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL WORK FORCE 10/83 / 9/84	HANDICAPPED EMPLOYEES 10/83 %	HANDICAPPED EMPLOYEES 9/84 %	TARGETED DISABILITIES 10/83 %	TARGETED DISABILITIES 9/84 %	GOALS ACCN. RATE/ % REP	TARGETED DISABILITIES AVERAGE GRADE 10/83 WHITE COLLAR / BLUE COLLAR	TARGETED DISABILITIES AVERAGE GRADE 9/84 WHITE COLLAR / BLUE COLLAR	FROM 10/83 TO 9/84 TOTAL ACCNS*	FROM 10/83 TO 9/84 TOTAL LOSSES	FROM 10/83 TO 9/84 TD ACCNS* %	FROM 10/83 TO 9/84 TD LOSSES %	FROM 10/83 TO 9/84 TD APPLS*	* A B	* S P
TREASURY	135,545 139,916	7133 5.26	9,611 6.87	1799 1.33	2,022 1.45	2.00 1.40	5.00 4.00	5.00 4.00	33491	29120	628 1.88	405 1.39	1186	X	N
U.S. INFORMATION AGENCY	4,517 4,795	141 3.12	152 3.17	30 0.66	36 0.75	0.49 0.69	6.90 4.80	7.40 3.00	839	621	6 0.72	1 0.16	NONE	N	N
U.S. POSTAL SERVICE	654,675 679,598	14185 2.17	20,381 3.00	3917 0.60	4,738 0.70	0.99 0.62	DIFFERENT PERSONNEL SYSTEM		77068	52051	1252 1.62	490 0.94	7824	X	X
VETERANS ADMINISTRATION	238,739 239,923	21709 9.09	22,761 9.49	3602 1.51	3,836 1.60	1.50 1.52	6.50 2.80	6.50 2.80	57335	56058	3547 6.19	4410 7.87	NOT AVAIL.	N	N
TOTAL	2,770,343 2,816,191	142,473 5.14	153,355 5.45	24,656 0.89	26,998 0.96				492449	461377	7846 1.59	7279 1.58	12723		

LEGEND:
NA - NOT AVAILABLE
X - AGENCY IS REPORTING CORRECTIVE ACTIONS
N - NO BARRIERS IDENTIFIED
ACCNS - ACCESSIONS
APPLS - APPLICATIONS
REP - REPRESENTATION

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TABLE II-4
DATA SUBMITTED BY AGENCIES SHOWING NUMBER TOTAL WORK FORCE
NUMBER OF HANDICAPPED WORK FORCE, AND STAFFING COMMITMENTS
STATUS AS OF SEPTEMBER 30, 1984

AGENCY OR DEPARTMENT	TOTAL WORK FORCE	HANDICAPPED WORK FORCE	%	PERSONNEL OFFICES WITH APPOINTING AUTHORITY	COORDINATORS IN COMPONENT/FIELD ACTIVITIES	STAFF YEARS SPENT BY HEADQUARTERS COORDINATORS	RANGE OF % TIME SPENT BY COMPONENT COORDINATORS
ACTION	510	29	5.69	1	1	0.25	1-5
ADMINISTRATIVE CONFERENCE OF THE U.S.	20	0	0.00	1	NA	4 HRS	NA
ADVISORY COMM. ON INTERGOVERNMENT RELATIONS	41	1	2.44	1	NA	2 HRS	NA
ADVISORY COMMITTEE ON FEDERAL PAY	2	0	0.00	1	NA	10 HRS	NA
AGENCY FOR INTERNATIONAL DEVELOPMENT	3,925	81	2.06	1	NA	0.56	NA
AGRICULTURE	127,050	5,329	4.19	287	353	97.42	1-25
AMERICAN BATTLE MONUMENTS COMMISSION	47	0	0.00	1	NA	2 HRS	NA
APPALACHIAN REGIONAL COMMISSION	4	0	0.00	1	NA	10 HRS	NA
ARCH. & TRANS. BARRIERS COMPLIANCE BOARD	30	8	26.67	1	NA	24 HRS	NA
ARMS CONTROL & DISARMAMENT AGENCY	189	15	7.94	1	NA	20 HRS	NA
BOARD FOR INTERNATIONAL BROADCASTING	8	0	0.00	1	NA	40 HRS	NA
CENTRAL INTELLIGENCE AGENCY	EXEMPT FROM DATA REPORTING REQUIREMENTS						
COMMERCE	32,391	1,362	4.20	12	41	2.90	1-75
COMMISSION ON CIVIL RIGHTS	250	11	4.40	1	NA	0.15	NA
COMMITTEE FOR PURCHASE FROM BLIND ETC.	15	3	20.00	1	NA	10 HRS	NA
COMMODITY FUTURES TRADING COMMISSION	553	16	2.89	1	3	0.20	1-5
CONSUMER PRODUCT SAFETY COMMISSION	596	5	0.84	1	5	0.25	6-10
DEFENSE, DEPARTMENT OF	1,004,574	68,192	6.79	621	1,389	27.52	
AIR FORCE	207,441	20,136	9.71	94	108	4.00	1-100
ARMY	338,626	23,586	6.97	191	495	2.84	1-100
ARMY/AIR FORCE EXCHANGE SERVICE	51,641	479	0.93	53	9	0.40	6-10

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